

EEO PUBLIC FILE REPORT

For the reporting period of 12 / 01 / 07 through 11 / 30 / 08

Prepared by: Michael Moran
 South Texas Broadcasting, Inc.:
 WNIV-AM, WLTA-AM, WAFS-AM and WFSH-FM
 Pennsylvania Media Associates, Inc.:
 WGKA-AM
 (Licensee/Permittee)

This report covers the following employment unit:

| <u>Call Sign</u> | <u>Facility ID Number</u> | <u>Type of Station</u> | <u>Location City, State</u> | <u>LMA</u> |
|------------------|---------------------------|------------------------|-----------------------------|------------|
| WNIV | 23607 | AM | Atlanta, GA | No |
| WLTA | 42660 | AM | Alpharetta, GA | No |
| WAFS | 72111 | AM | Atlanta, GA | No |
| WGKA | 65976 | AM | Atlanta, GA | No |
| WFSH-FM | 56390 | FM | Athens, GA | No |

A. The following is a list of all vacancies for full-time jobs filled during the reporting period:

| | Job Title | Date Open | Date Filled |
|----|------------------------------|------------------|--------------------|
| 1. | Program Director | 12/1/07 | 1/24/08 |
| 2. | Producer | 1/22/08 | 2/25/08 |
| 3. | Marketing Consultant | 2/5/07 | 5/7/07 |
| 4. | Marketing Consultant | 8/1/07 | 8/20/07 |
| 5. | Operations Manager | 8/1/07 | 10/8/07 |
| 6. | Production Manager | 8/1/07 | 10/15/07 |
| 7. | Assistant Operations Manager | 5/18/07 | 11/4/07 |

B. During the reporting period, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk (*) were organizations that requested to be contacted as job openings occurred:

| Recruitment Source | Address | Contact Person | Telephone Number |
|--|----------------------|-----------------------|-------------------------|
| 1. Atlanta Journal Constitution | Atlanta, GA | | 404-526-7149 |
| 2. Moody Alumni Association* | moodyalumni.org | Career Bulletin | |
| 3. Atlanta Urban League | Fax: 404-659-5326 | Career Services | 404-659-1150 |
| 4. Georgia State University | Fax: 404-651-3619 | Placement Ctr | 404-651-2223 |
| 5. The Business Forum of Atlanta | Fax: 404-767-3170 | Career Services | 404-767-0066 |
| 6. Atlanta Daily World | Fax: 404-659-4988 | Career Services | 404-659-1110 |
| 7. Atlanta Business League | Fax: 404-584-0445 | Career Services | 404-584-8156 |
| 8. Atlanta Metro College | 1630 Stuart Ave, Atl | Career Services | 404-756-4491 |
| 9. Atlanta Voice | 633 Pryor St. Atl | Career Services | Mailed |
| 10. Atl Univ Ctr (Clark Morehouse, Spellman) | 440 Westview Dr. Atl | Career Services | 404-523-5157 |

C. The following is a list of recruitment sources, which provided the hiree for each full-time position filled during the reporting period:

| Job Title | Recruitment Source |
|-------------------------------|---------------------------|
| General Sales Manager | Employee Referral |
| Marketing Consultant | Employee Referral |
| Assistant Promotions Director | Promotion |
| Marketing Consultant | Radio Advertisement |
| Operations Manager | Employee Referral |
| Production Manager | Employee Referral |
| Assistant Operations Manager | Promotion |

D. During the reporting period, there were a total of 13 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

| <u>Recruitment Source</u> | <u>Total No. of Interviewees</u> |
|---------------------------|----------------------------------|
| Employee Referral | 6 |
| Radio Advertisement | 7 |

E. During the reporting period, the station employment unit engaged in the following initiatives:

Internship Program: The employment unit conducts an active and on-going internship program giving training and “real world” exposure to area college students. The program has included students from University of Georgia; Kennesaw State University; Georgia State University; Berry College; and others. Some students who have participated in this program have progressed to part-time paid positions with the employment unit in the areas of on-air production and operation and promotions assistance.

Online Training: Two management staff members were required to participate in 4 on-line training sessions covering a variety of employment related issues from the Employment Law Learning Technologies Institute. One of the 4 modules was focused entirely on equal employment law and regulations.

Employee Training: The sales staff has undergone – The Radio Advertising Bureau’s Certified Radio Marketing Consultant training – developing the fundamentals of retail and vendor directed advertising. In addition, they were trained with the Radio Advertising Bureau’s Certified Professional Commercial Copywriter – a course designed to train account executives how to write effective advertising copy for their respective clients.

Name of Respondent:
 South Texas Broadcasting, Inc.
 WNIV-AM, WLTA-AM, WAFS-AM and WFSH-FM
 Pennsylvania Media Associates, Inc.
 WGKA-AM

Signed: _____

Typed Name: Michael Moran

Title: General Manager

Date: 11/30/06

Telephone No. 404-995-7300