

Annual EEO Public File Report

The purpose of this 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, 2008-July 31, 2009 (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 during the Applicable Period.
3. The recruitment source that referred the hiree for each full time vacancy during the Applicable Period.
4. The 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.
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, 2008 to July 31, 2009

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

Section 1: Vacancy Information

Full time Positions filled by Job Title	Recruitment Source of Hire	Total Number of Interviewees from All Sources for this Position
1. Business Manager	Robert Half Recruiters	10
2. Music Director WFXH	All Access.com	3
3. Sales Representative	Professional Reference	6
4. Sales Manager	Employee Referral	2
5. Business Manager	Robert Half Recruiters	2
6. Traffic/Continuity	Employee Referral	7
7. Program Director WFXH	Employee Referral	2
8. Program Director WLOW	All Access.com	4
9. Sales Representative	Professional Reference	9
Total for all Positions		Total 45

Appendix 2

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Period Covered: August 1, 2008 to July 31, 2009

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

Section 2: Recruitment Source Information

Recruitment Source	Total Number of Interviewees this source has provided.	Full time Positions for which this source was utilized.
Regional Help Wanted.com (Inc.) 1 Civic Center Plaza, Suite 506 Poughkeepsie, NY. 12601 Attention: Eric Strauss	2	Sales Representatives Traffic Continuity
All Access/Stealth Email jcaldwell@allaccess.com www.allaccess.com	6	Music Dir. WFXH Program Dir. WFXH Program Dir. WLOW
Station On Air Radio Ads, WFXH AM & FM, WGZR, WGCO, WGZO, and WLOW	1 1 4	Business Manager Traffic Sales Reps. and Mgr.
Savannah Morning News P.O. Box 1088 Savannah, GA. 31405 Attn: Classified Ads (912) 652-0255	1	Business Manager Sales Representatives Traffic/Continuity
University of Georgia	1	All positions
Island Packet Newspaper 10 Buck Island Road Bluffton, S.C. 29910 Attn: Classified Ads 843-706-8100	0	Sales Representative Traffic/Continuity
Internal Postings	2	All positions

Walk-ins and unsolicited	2	All positions
Employee Referrals	14	All positions
Armstrong Atlantic University 11935 Abercorn Street Savannah, GA. 31419 912-927-5211	0	All positions
Robert Half Recruiting	8	Business Manager
Account Temps Recruiting	2	Business Manager
Professional Reference	1	Sales Manager

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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. Dottie Canterino, Promotion Director, represented the stations at a booth at the Savannah Business Expo sponsored by the City of Savannah. She talked with individuals interested in potential radio careers. She handed out general information, and accepted resumes.
2. Hilton Head Business Expo. Dottie Canterino, Promotions Director, visited with individuals interested in radio careers, and accepted resumes.
3. Internship Program. Both the Hilton Head and Savannah offices offer internship programs now. This is a paid or unpaid opportunity for anyone with aptitude and wanting to learn about working in the Radio industry. This program offers multiple month long opportunities in primarily our marketing and promotional activities. This affords the selected individuals to learn about radio marketing events, campaigns, met advertisers, listeners, and help set up activities. Three people were recruited from area schools after responding to on air advertisements to partake in this opportunity. This was expanded to include an ongoing relationship with Georgia Southern University in their Journalism school, where one of the students came from. This minority student used this internship as credit in earning her degree from GSU.
4. University of Georgia Job Fair. On Feb. 11, 2009, Mark Halverson, VP/Senior Market Manager visited with numerous students interested in internships, part time, and full time work in radio, in both South Carolina and Georgia. He accepted resumes, and handed out job applications.
5. Renewed Outreach to National Minority Organizations and Schools. Even though postings in previous years had not yielded any applicants/interviews, Mark Halverson, VP/Senior Market Manager sent out a new solicitation for continued, ongoing, and future applicants from the following organizations:
 - A. Employment Security Commission, Job Bank, Columbia, S.C.
 - B. Georgia Dept. of Labor, Job Bank, Savannah, GA.

- C. Radio Advertising Bureau, Dallas, Texas
- D. National Association of Broadcasters, Career Center, Washington, D.C.
- E. Radio and Records, Los Angeles, CA.
- F. Savannah College of Art and Design, Dept. of Communication, Savannah, GA.
- G. NAACP, Savannah, Georgia
- H. South University, Savannah, Georgia
- I. African-American Media Incubator, Job Bank, Washington, D.C.
- J. National Association of Hispanic Journalists, Washington, D.C.
- K. National Black MBA Association, Job Bank, Chicago, IL.
- L. Asian American Journalists Associations, Job Bank, San Francisco, CA.
- M. National Association of Black College Broadcasters, Atlanta, GA.
- N. Savannah State University, Student Services, Savannah, GA.
- O. Georgia Southern University, Dept. of Communication Arts, Statesboro, GA.
- P. Savannah Technical College, Savannah, Georgia
- 6. Richmond Hill High School Communications Class Tour On Thursday, Nov. 13, 2008, Programming Managers gave a suburban high school class and their instructor a tour of the studios, and discussed how announcers do their job, and get into radio careers.
- 7. Beaufort, South Carolina Rotary Club On Feb. 10, 2009, Market Manager Mark Halverson spoke at the noon luncheon, and discussed radio, and job prospects currently, and for the future.