

2011 - Annual EEO Public File Report

The purpose of this EEO Public File Report (Annual EEO Report) is to comply with Section 73.2080(c)(6) of the FCC s Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations, which collectively form a single Station Employment Unit for purposes of the EEO Rules:

Call Sign	Community	FAC
WQZY-FM	Kite, GA	62474
WDBN-FM	Wrightsville, GA	15025
WMCG-FM	Milan, GA	64757
WQIL-FM	Chauncey, GA	25477
WMLT-AM	Dublin, GA	62475
W245BT	Dublin, GA	146652

The information contained in this Annual EEO Report covers the time period from **January 1st, 2011 to, and including, November 30, 2011** (the Applicable Period). Consistent with the FCC Rules, this Annual EEO Report contains the following information:

1. A list of all full-time vacancies filled by the Station(s) during the Applicable Period;
 2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified;
 3. The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;
 4. Data reflecting the total number of persons interviewed for all 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 community outreach activities, not directly related to the opening of job positions, undertaken by the station(s) during the Applicable Period.
- The following sections provide the required information, and summarize the station(s) EEO efforts during the Applicable Period. This Annual Report was placed in each station s public inspection file on **April 1st, 2011**, and posted on the stations web site, in accordance with the FCC s EEO Rules.

Appendix A

ANNUAL EEO PUBLIC FILE REPORT

SECTION 1: Full-Time Job Openings Filled During This Period

Time Period Covered: **December 1, 2010 to November 30, 2011**

Stations in Employment Unit: **WQZY-FM, WDBN-FM, WMCG-FM, WQIL-FM, WMLT-AM**

Full-time Positions Filled By Job Title and Date Filled		Recruitment Source that Referred the Person Hired
1.	Account Executive - Stephanie Horne, 6/1/11	On-Air Ads
2.	Account Executive - Roger Kicklighter, 6/15/11	On-Air Ads www.wqzy.com station website
3.	Account Executive - Chip Neugebauer, 8/5/11	www.wqzy.com station website
4.	Account Executive - Heather Hamsley, 9/1/11	Walk In
5.	Technician - Korey Sutton, 9/1/11	On-Air Ads Internal
6.	Account Executive - Lisa Askew, 9/15/10	On-Air Ads www.wqzy.com station website

Total Number of People Interviewed for All Job Positions: 18

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SECTION 2: Recruitment Sources

Time Period Covered: **December 1, 2010 to November 30, 2011**

Stations in Employment Unit: **WQZY-FM, WDBN-FM, WMCG-FM, WQIL-FM, WMLT-AM**

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
1	Station Web Site Postings	2	All Positions
2	On-Air Recruitment Ads WMLT - WQZY - WDBN - WQIL - WMCG Radio Station Manager	8	All Positions
3	Walk-ins	3	All Positions
4	Internal Station Postings Statebroadcasting.com	5	All Positions
5	Georgia Association Of Broadcasters 8010 Roswell Rd #150 Atlanta, GA 30350-7021 (770) 395-7200 www.gab.org	0	All Positions

6	Georgia Department of Labor Employment Service 910 North Jefferson Street Dublin, GA 31021	0	All Positions
7	Statesboro Herald 1 Proctor Street Herald Square Statesboro, GA 30458	0	All Positions
8	Sandersville Progress 118 E. Haynes St. Sandersville, GA 31082	0	All Positions
9	Dublin Courier Herald 115 South Jefferson Street Dublin, GA 31021	0	All Positions
10	Dublin Southern Christian Leadership Conference (S.C.L.C) James Holder, President 117 Pritchett Street Dublin, GA 31021	0	All Positions
11	Southside Coalition Emory Bostic , President 787 Old Macon Road Dublin, GA 31021	0	All Positions
12	Dublin-Laurens County NAACP Unit 5195 Alfred Wheeler , President P.O. Box 4827 Dublin, Georgia 31040 478 279-0677	0	All Positions

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

Time Period Covered: **January 1, 2011 to November 30, 2011**

Stations in Employment Unit: **WQZY-FM, WDBN-FM, WMCG-FM, WQIL-FM, WMLT-AM**

1. If your organization distributes information about employment opportunities to job seekers or refers job seekers to employers, and would like to receive job vacancy notices for State Broadcasting please provide the name, mailing address, email address, if applicable, telephone number, fax number and contact person and identify the category of categories of vacancies for which you would like information specified above to the following person at State Broadcasting:

Human Resources
State Broadcasting
PO Box 130
Dublin, GA 31040
478-272-4422
2. The stations of State Broadcasting Corp.(WQZY, WMLT,WDBN,WQIL AND WMCG) aggressively recruit for all open positions. Our most successful means of recruiting is advertising on our five radio stations and their websites. This advertising goes on the air when the decision is made to hire a new employee. The ads run at least 6 times a day on all five radio stations for two weeks or more and cover all of Middle Georgia.
3. **New Internship Program for Dublin High School Students** This brand new internship program started the fall 2011. The station welcomes students who are motivated and excited about learning the radio and broadcasting business . Students must be enrolled in a program related to business, and their internship must be endorsed, supported, and constantly monitored by the high school. Students are rewarded with course credits upon completion of the semester-long program. Internship periods include Fall, Spring and Summer of each year.
4. **EEO Training.** During the 2011 period the State Broadcasting General Manager Kristopher Bjorkman is provided daily training and tips from <http://hrdailyadvisor.blr.com/> HR DAILY ADVISOR practical human resource tips, news and advise updated daily including interviewing techniques to ensure equal opportunity in the hiring process. This is a recap of all the great content published on HRDailyAdvisor.com
5. State Broadcasting provides all contest winners, and any visitors of the stations the opportunity to tour the radio stations and talk with the staff. During this time, careers in broadcasting are discussed and visitors are educated about the broadcasting industry. The tour includes information about how the broadcasting industry strives to serve its local community. Visitors are asked to give their opinions as to what the hottest topics in the local community are. As a result of these tours a number of open positions later are listed as walk-in filled jobs.
6. **2011** State Broadcasting participated in a Bridal Expo event at the Dublin Mall in Dublin Georgia on January 30th where we had a booth set up with career information available regarding career opportunities and openings at the time and ongoing. The General Manager Kristopher Bjorkman and Lea Fountain Program Director for WQZY were the representatives for State Broadcasting.