

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, 2009-July 31, 2010 (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, 2009 to July 31, 2010

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. Asst. Business Manager | Savannah Morning Newspaper | 6 |
| 2. Sales Representative | Savannah Help Wanted website | 9 * |
| 3. Sales Representative | Savannah Help Wanted website | 9 * |
| 4. On Air Personality | Internal Posting | 8 |
| 5. Sales Representative | Walk In | 3 |
| Total for all Positions | | Total 26 |

*Two Sales Representatives were hired from the pool of nine (9) interviewees.

Appendix 2

Annual EEO Public File Report

Period Covered: August 1, 2009 to July 31, 2010

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 | 2 1 | Sales Representatives Asst. Business Manager |
| All Access/Stealth Email jcaldwell@allaccess.com www.allaccess.com | 4 | On Air Personality |
| Station On Air Radio Ads, WFXH AM & FM, WGZR, WGCO, WGZO, and WLOW | 1 | Asst. Business Manager Sales Reps. |
| Savannah Morning News P.O. Box 1088 Savannah, GA. 31405 Attn: Classified Ads (912) 652-0255 | 1 | Asst. Business Manager Sales Representatives On Air Personality |
| Internal Postings | 3 | All positions |

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|---|---|---|
| <p>Island Packet Newspaper</p> <p>10 Buck Island Road Bluffton, S.C. 29910</p> <p>Classified Ads 843-706-8100</p> | 1 | <p>Asst. Bus. Mgr.</p> <p>On Air Personality</p> <p>Sales Reps</p> |
| Walk-ins and unsolicited | 3 | All positions |
| Employee Referrals | 7 | All positions |
| Robert Half/ Acct. Temps Recruiting | 3 | Asst. Business Manager |
| <p>Armstrong Atlantic University</p> <p>11935 Abercorn St. Savannah, GA 31419</p> | | <p>Asst. Bus. Mgr.</p> <p>On Air Personality</p> <p>Sales Reps.</p> |
| <p>Asian American Journalists Associations</p> <p>1182 Market St. Ste.320 San Francisco, CA 93311</p> | | <p>Asst. Bus. Mgr.</p> <p>On Air Personality</p> <p>Sales Reps</p> |
| <p>Employment Security Commission</p> <p>P.O. Box 995 Columbia, SC 29202</p> | | <p>Asst. Bus. Mgr.</p> <p>On Air Personality</p> <p>Sales Reps</p> |
| <p>Georgia Department of Labor</p> <p>5520 White Bluff Rd. Savannah, GA 31405</p> | | <p>Asst. Bus. Mgr.</p> <p>On Air Personality</p> <p>Sales Reps</p> |
| <p>NAACP</p> <p>918 Martin Luther King Blvd. Savannah, GA 31406</p> | | <p>Asst. Bus. Mgr.</p> <p>On Air Personality</p> <p>Sales Reps</p> |
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|---|--|--|
| <p>National Association of Black College Broadcasters</p> <p>P.O. Box 3191 Atlanta, GA 30302</p> | | <p>Asst. Bus. Mgr.</p> <p>On Air Personality</p> <p>Sales Reps</p> |
| <p>National Association of Hispanic Journalists</p> <p>1000 National Press Building Washington, DC 20045-2001</p> | | <p>Asst. Bus. Mgr.</p> <p>On Air Personality</p> <p>Sales Reps</p> |
| <p>National Association of Broadcasters</p> <p>1771 N. Street NW Washington, DC 20036</p> | | <p>Asst. Bus. Mgr.</p> <p>On Air Personality</p> <p>Sales Reps</p> |
| <p>National Black MBA Association</p> <p>180 N. Michigan Ave. Ste. 1515 Chicago, IL 60601</p> | | <p>Asst. Bus. Mgr.</p> <p>On Air Personality</p> <p>Sales Reps</p> |
| <p>Radio Advertising Bureau</p> <p>P.O. Box 972036 Dallas, TX 75397-2036</p> | | <p>Asst. Bus. Mgr.</p> <p>On Air Personality</p> <p>Sales Reps</p> |
| <p>Savannah College of Art and Design</p> <p>342 Bull Street Savannah, GA 31401</p> | | <p>Asst. Bus. Mgr.</p> <p>On Air Personality</p> <p>Sales Reps</p> |
| <p>Savannah State University</p> <p>3219 College St. Savannah, GA 31404</p> | | <p>Asst. Bus. Mgr.</p> <p>On Air Personality</p> <p>Sales Reps</p> |
| | | |

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|---|--|--|
| Savannah Technical College 5717 White Bluff Rd. Savannah, GA 31405 | | Asst. Bus. Mgr. On Air Personality Sales Reps |
| South University 711 Mall Blvd. Savannah, GA 31406 | | Asst. Bus. Mgr. On Air Personality Sales Reps |

Annual EEO Public File Report

Period covered: August 1, 2009---July 31, 2010

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. On September 17, 2009, Dottie Canterino, Promotion Director, Mark Halverson, Senior Market Manager represented the stations at a booth at the Savannah Business Expo sponsored by the City of Savannah. They talked with individuals interested in potential radio careers, handed out general information, and accepted any resumes or inquiries.
2. Hilton Head Business Expo. On February 17, 2010, Dottie Canterino, Promotions Director, Mark Halverson, Senior Market Manager, and Sales Manager Kathryn Wake visited with individuals interested in radio careers, and accepted resumes and inquiries.
3. Internship Program. Both the Hilton Head and Savannah offices offer internship programs . 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. Two (2) people were recruited from area schools. An ongoing relationship with Georgia Southern University in their Journalism school continued, and VP/Senior Market Manager Mark Halverson accepted an invitation to serve on their advisory board. These students can use this internship as school credit.
4. South Carolina Broadcasters College Job Fair. On Tuesday, April 13, 2010, 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, interviewed students, and handed out job applications.
5. Renewed Outreach to National Minority Organizations and Schools. Mark Halverson, VP/Senior Market Manager sent out a new request for response and solicitation letter 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. Savannah College of Art and Design, Dept. of Communication, Savannah, GA.
 - F. NAACP, Savannah, Georgia
 - G. South University, Savannah, Georgia
 - H. National Association of Hispanic Journalists, Washington, D.C.
 - I. National Black MBA Association, Job Bank, Chicago, IL.
 - J. Asian American Journalists Associations, Job Bank, San Francisco, CA.
 - K. National Association of Black College Broadcasters, Atlanta, GA.
 - L. Savannah State University, Student Services, Savannah, GA.
 - M. Georgia Southern University, Dept. of Communication Arts, Statesboro, GA.
 - N. Savannah Technical College, Savannah, Georgia
 - O. Armstrong Atlantic University 11935 Abercorn Street Savannah, GA. 31419
6. Richmond Hill High School Communications Career Day On Friday, May 7, 2010, Programming Managers Gabe Reynolds and Billie Marshall gave a suburban middle school class and their instructor a presentation on their Career Day, and discussed how announcers do their job, and get into radio careers.
 7. Savannah Job Fair On April 2, 2010, Jon Robbins, Operations Manager, Christine Manzione, Sales Manager, and Dottie Canterino, Promotions Director, represented Adventure Communications at this community Job Fair held at the Savannah Technical College. They discussed radio, and job prospects currently, and for the future. They handed out multiple job applications, and accepted resumes.
 8. School presentation On May 7, 2010, Claire Beverly, News Director, gave presentations to 120 middle school students at the South Effingham Career Day. She talked about various radio careers, important education, skills, and preparation.
 9. Country Day School Student Tour On January 27, 2010, Mary Dilliard, a middle school student from Country Day, and Physical Therapist Sarah Schiesser were given a tour of the Savannah radio studios. They met with Program Director Scott Keith, and discussed educational requirements, and what is involved in radio careers, and with Adventure Communications.
 10. Harassment and Discrimination at Work (73.2080(c)(2)(xiv)). On July 23 and 27, 2010, VP/Senior Market Manager Mark Halverson, Asst. Business Manager Linda Myers, Operations Manager Jon Robbins, Program Directors Reid Thrush, Jeff Taylor, Gabe Reynolds, Scott Keith, and Assistant Program Director Billie Marshall, Sales Managers Christine Manzione and Kathryn Wake, Promotion Director Dottie Canterino, and Chief Engineer Buddy Wommack participated in a "Harassment and Discrimination at Work" seminar presented by SHRM e-learning. The seminar covered topics on: Workplace harassment and discrimination.