

EEO Annual Public File Report

WLHR-FM

Lake Hartwell Radio, Inc.

This report covers full-time vacancy recruitment for the period of December 1, 2015 through November 30, 2016

<u>Employment Unit:</u> Lake Hartwell Radio, Inc.	<u>Address:</u> 12715 Augusta Road P.O. Box 228 Lavonia, Georgia 30553	<u>Contact Person/Title:</u> Daniel Brown VP/General Manager Art Sutton, President
<u>Unit Member's Community of</u> <u>License:</u> Lavonia, Georgia Five (5) full-time employees	<u>Telephone Number:</u> 706-356-0921	<u>E-Mail Address:</u> dbrown@gacaradio.com sutton@gacaradio.com

- 1) Full-time job vacancies filled by the employment unit: 1

2. Recruitment Sources

#	Organization	Address	City	State	Zip	Phone
1	Emmanuel College	181 Spring Street – Franklin Springs, GA	Franklin Springs	GA	30639	706-245-7226
2	Franklin County High School	6570 Highway 145 Carnesville, Georgia	Carnesville	GA	30521	706-384-4581
3	Stephens County High School	323 Indian Trail	Toccoa	GA	30577	706-886-6825
4	Toccoa Falls College	107 North Chapel Drive – Toccoa, GA 30577	Toccoa	GA	30577	706-886-7861
5	Tri-County Technical College	P.O. Box 587	Pendleton	SC	29670	864-646-8282
6	Piedmont College	1021 Central Ave.	Demorest	GA	30535	706-778-3000
7	University of Georgia	120 Hooper Street	Athens	GA	306032	706-542-1704
8	Clemson University	Strode Tower 401 Delta Epsilon Court	Clemson	SC	29634	864-656-1567

2. Recruitment Sources (Cont'd)

9	Anderson University	316 Boulevard	Anderson	SC	29621	864-231-2030
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3. Supplemental Recruitment Initiatives

WLHR-FM offers internships at the radio station in our News and Programming departments. Interns must be college and/or high school students and receive credit for the internships. The Station's Management, and Program and/or News Director oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year. WLHR also offers facility tours, participates in trade shows from time-to-time, engages in management-EEO training, and runs recruitment advertisements.

Initiatives	Date	Location	Description	Title/s of employee/s involved
1. Internships	On-going	WLHR-FM	WLHR-FM offers internships at the radio station in our News and Programming departments. Interns must be college and/or high school students and receive credit for the internships. The Station's Management, and Program and/or News Director oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year. WLHR had one intern work during the specified time-period.	General Manager Operations Manager
2. Trade Show	None	Floating	WLHR-FM has participated in trade shows and job fairs in the past. We did not participate in any during 2016.	General Manager
3. Facility Tour	3/16/16	WLHR-FM	WLHR-FM makes the studios and offices available for tours. On March 16, WLHR gave a tour to Avita Community Partners Lavonia Clients. Avita Community Partners serves	General Manager Operations

3. Supplemental Recruitment Initiatives (Cont'd)

			adults with developmental disabilities and mental illnesses.	Manager
4. Manager-EEO Training	On-going	Georgia-Carolina Radiocasting	Managers are trained regarding EEO compliance rules and are given forms and booklets. Procedures for preventing and addressing discrimination claims or concerns are reviewed	COO, CEO, CFO
5. Recruitment Advertising	WLHR-FM Radio	Lavonia, GA	Jan 1-Mar 6, 2016, WLHR-FM extensively advertised for the news director position. 10 applicants	General Manager News Director