

EEO ANNUAL PUBLIC FILE REPORT
WNEG
Georgia-Carolina Radiocasting Company, LLC

This report covers full-time vacancy recruitment for the period of December 1, 2018 through November 30, 2019

Employment Unit: Georgia-Carolina Radiocasting Company, LLC	<u>Address:</u> 145 North Alexander St PO Box 1159 Toccoa, GA 30577	<u>Contact Person/Title:</u> Phil Hobbs, VP/General Manager Art Sutton, President
Unit Members, Community of License WNEG(AM), Toccoa, GA* (*Five(5) full-time employees)	<u>Telephone Number:</u> 706-886-2191	<u>E-mail Address:</u> hobbs@gacaradio.com sutton@gacaradio.com

1. Full-Time Job Vacancies Filled by the Employment Unit: 1

Lori Duke Jones was hired on May 20, 2019 as WNEG Office Manager, to replace Kathy Brown Cabe, who retired on July 31, 2019. In April 2019, Lori contacted Terry Carter, VP/COO of Georgia-Carolina Radiocasting Companies, LLC – the parent company of WNEG – wondering if there were any positions open at the station. We had just learned of Kathy’s intent to retire a few days before. WNEG General Manager Phil Hobbs, GACA President Art Sutton, GACA VP/COO Terry Carter, GACA VP of Operations Karen Vogt interviewed Lori Jones and another candidate who had recently applied for a position with WNEG. Lori was interviewed again by Phil Hobbs and began working at WNEG on May 20, 2019. She was trained for the position by Kathy Brown Cabe until Kathy’s retirement on July 31, 2019. Lori then assumed the position of Office Manager by herself.

2. Recruitment Sources

OUTREACH ORGANIZATIONS

#	Organization	Address	City	ST	ZIP	Phone
1	Toccoa Falls College	107 N. Chapel Drive	Toccoa	GA	30577	706-886-6831
2	Georgia Department of Labor	112 North Alexander Street	Toccoa	GA	30577	706-282-4514
3	North Georgia Technical College	8989 Highway 17	Toccoa	GA	30577	706-779-8100
4	Piedmont College	1021 Central Ave.	Demorest	GA	30535	706-778-3000

COMPANY POSTINGS AND COMPANY WEBSITES

4	Lori Duke Jones	Station website (wnegradio.com)	Jones@gacaradio.com			706-886-2191
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ADVERTISING

5	Radio Ads	WNEG				
6	Newspaper Ads	The Toccoa Record	151 West Doyle Street Toccoa, Georgia		30577	706-886-9476

Other Sources

-	Radio Ad	
-	Georgia Association of Broadcasters	
-	www.wnegradio.com	

3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Internship	Ongoing throughout the year		WNEG offers internships at the radio station in our News and Programming departments. Interns must be college students and receive credit for the internships. The Station's Management and Program Director oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year. This year WNEG had 1 student participate in the Internship Program.	Operations Manager General Manager
2	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 and CFO
3	Career Expo	September 11, 2019	Stephens County High School	WNEG participated in the local high school career day. General Manager Phil Hobbs spoke with 28 students about job opportunities in the field of radio broadcasting.	General Manager Phil Hobbs
4	Facility Tour	May 15 and May 22, 2019	WNEG	Conducted tour of station facilities for the Stephens County Schools After School program 54 students and 5 adults attended the tour explaining the responsibilities of WNEG in providing community service through broadcasts and explained different jobs in radio.	Operations Manager Connie Gaines
5	WNEG Quality of Life Show	April 18, 2019	Stephens County Senior Center Toccoa, GA	Sponsored event open to public and highlighting products and businesses in Stephens County, GA. WNEG provided job applications and information about job opportunities.	General Manager, Operations Manager & Sales Manager
6	Facility Tour	April 12, 2019	WNEG	Conducted tour of station facilities for the Stephens County Schools Special Needs program. 24 students and 7 adults attended the tour explaining the responsibilities of WNEG in providing community	Operations Manager Connie Gaines
7	WNEG Senior Expo	May 16, 2019	Stephens County Recreation/Senior Center	Sponsored event open to the public which highlighted companies and non profits serving senior citizens in community. Over 400 in attendance. Job applications and information on job opportunities provided.	General Manager Phil Hobbs Supervised
8	NGTC Community Job Fair	March 12, 2019	North Ga. Technical College	Aired promotional announcements for the event and hosted a booth to discuss the broadcast industry. Eleven applications were filled out and discussed job opportunities with applicants.	General Manager Phil Hobbs
9	Southwestern CC Job Fair	October 1, 2019	Southwestern Community College, Franklin, NC	Georgia- Carolina Radiocasting Companies participated in the SCC – Macon County Campus Job Fair. Vice President of Operations Karen Vogt spoke with 8 students about job opportunities in the field of radio broadcasting.	GACA Vice President of Operations Karen Vogt
10	UGA College of Journalism and Mass Communication Career Day 2019 at University of Georgia	February 7, 2019	UGA College of Journalism & Mass Communications	Georgia- Carolina Radiocasting Companies participated in the UGA College of Journalism and Mass Communication Career Day. Vice President of Operations Karen Vogt spoke with 26 students about job opportunities in the field of radio broadcasting.	GACA Vice President of Operations Karen Vogt

