

2018 ANNUAL EEO PUBLIC FILE REPORT

Thoroughbred Communications, Inc.

Station: WRHQ – FM Savannah, GA
Reporting Period: 12/1/2017 thru 11/30/2018
No. of Full-time Employees: less than 10
Small Market Exemption: Yes

During the Reporting Period, one full time position was filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

Participated in at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions

4/4/2018 – Georgia Southern University – Armstrong Savannah Campus. Renee Kennedy, Program Director for WRHQ FM hosted a booth at the event and accepted resumes. Discussions about various broadcast positions were held with participants and resumes were accepted.

Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

During the reporting period, the station hosted TWO interns and they received high school and college credits.
(April 30 – August 10, 2018) - Addie Ricketson is a senior at Armstrong State University.
(August 15 – November 16, 2018) - Isabel Harvey, is a senior at Savannah Arts Academy.

Each student intern learned how to write, record and produce commercials, dub songs into the WRHQ system, how to schedule music, how to write radio copy for commercials and how to write Public Service Announcements, how to update our website, how to maintain social media and Youtube, Mail out all contest winner prizes, along with many other facets of radio broadcasting.

Participated in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities

11/11/2018 – 12/13/2018 – WRHQ FM ran Public Service Announcements on air and on WRHQ.com calling for E. Lanier Finch Scholarship Applications with an application deadline of December 14, 2018.

12/1/2017 – 11/30/2018 – WRHQ FM runs on-air daily Public Service Announcements and sends out a weekly email to our listener database of over 5000 people advertising an ongoing opening for a high school or college internship. The eblast is sent out each week on Mondays. The WRHQ FM internship program is an ongoing competitive opportunity among local students at the high school and college level.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
4/3/2018	<i>Business Manager</i>	<i>Referral</i>

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 3

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Georgia Southern University Office of Career Services	0
Armstrong State & University	0
Savannah State University Center for Career Development	0
Savannah College of Art & Design	0
Savannah Technical College	0
South University	0
University of Phoenix Savannah Campus	0
University of Georgia	0
Georgia Dept of Labor	0
AllAccess.com	1
National Association of Black College Broadcasters	0
Job vacancy ad Savannah Morning News	1
Job vacancy ad www.craigslist.savannah.org	
On air Announcement for Internship & Job Vacancy Q105.3 / WRHQ FM	0
Internship Outreach Letters to local High Schools	0
Recommendation / Referral	1

RECRUITING SOURCES USED

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Armstrong State University	N	11934 Abercorn St. Savannah, GA 31419	careers@armstrong.edu	912.927.5211
Georgia Southern University	N	PO Box 8069 Statesboro, GA	Kevin Gaw PhD	651.2005
Savannah State University	N	3219 College St. Savannah, GA 31404	Mr. Shaunce Riley, M.Ed	912.356.2186
South University	N	709 Mall Blvd	Don Holland dholland@southuniversity.edu	912.201.6022
Savannah Technical College	N	190 Crossroads Parkway	Connie C. Ellis cellis@savannahtech.edu	912. 443.5880
Savannah College of Art & Design	N	York Hall, 4 th Floor Savannah, GA 31404	Nancy R. Tanneberg nancyt@scad.edu	912.525.4651
All Access Job Forum	N	www.allaccess.com	allaccess.com/forum/posting.php	N/A
University of Phoenix Savannah	N	8001 Chatham Center Dr. Suite 200 Savannah, GA 31405	N/A	912) 232-0531 x21603
www.savannah.craigslist.org	N	www.savannah.craigslist.org	N/A	www.savannah.craigslist.org
On air announcements by Q105.3 and online employment ads by www.wrhq.com	N	1102 E. 52 nd Street Savannah, GA 31404	N/A	www.wrhq.com and Q105.3 FM
Area Public & Private High Schools	N	<i>See Exhibit F for outreach letters</i>	N/A	<i>See Exhibit F for outreach letters</i>
Savannah Morning News and www.savannahnow.com	N	www.savannahnow.com	N/A	www.savannahnow.com
www.gab.org	N	www.gab.org	N/A	www.gab.org
www.facebook.com/qualityrockq1053	N	www.facebook.com/qualityrockq1053	N/A	www.facebook.com/qualityrockq1053

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.