

EEO Vacancy Information for 2018

San-Dow Broadcasting, JMD Broadcasting: WWMS-WSYE-WZLQ-WELO  
DBA, Mississippi Radio Group, Tupelo, Mississippi

<b>Position, Traffic</b>	<b>Source of Hire</b>	<b>Interviews</b>	<b>Recruitment</b>	<b>Responses</b>
Janet Spencer	Referral	3	Attached	5
<b>Position, GM</b>	<b>Source of Hire</b>	<b>Interviews</b>	<b>Recruitment</b>	<b>Responses</b>
Raymond Jourdan	Referral	5	Attached	5
<b>Position, On-Air</b>	<b>Source of Hire</b>	<b>Interviews</b>	<b>Recruitment</b>	<b>Responses</b>
Tom Brown	Referral	3	Attached	3

San-Dow Broadcasting and JMD Broadcasting Outreach Statement  
(aka, Mississippi Radio Group: WWMS, WSYE, WZLQ, WELO)

The stations of the Mississippi Radio Group strive each year to aggressively recruit for all open positions. Each opening is distributed to several outreach locations including colleges and universities in Northeast Mississippi. It is also important to us to participate in various Job Fairs in our state to attempt to recruit qualified applicants from diverse backgrounds. At times we recruit nationwide utilizing [www.allaccess.com](http://www.allaccess.com).

### **2018 Recruitment Initiatives**

***Initiative 1:*** On Wednesday, January 10, 2018, Scott Bebout, Regional Manager for the MRG participated in the WTVA-TV Job Fair at the Bancorp South Convention Center in Tupelo, MS. It was well attended by several hundred perspective job candidates. While attendance was good, the participants looking for careers in Broadcasting were scarce. They were more interested in factory or service positions. Our goal for attending the Job Fair was to find Sales Professionals who wanted a career in radio sales. I was also looking for a new General Manager for our stations in Tupelo, MS. We had 6 people fill out job applications and turn in a recent resume. We appreciated WTVA-TV for hosting this Job Fair.

***Initiative 2:*** On Wednesday, March 7, 2018 on the campus of Ole Miss University, Jeff Covington participated in the “Mississippi Association of Broadcasters on Campus”. The event was from 10am – 2pm. This MAB on Campus was represented by various member stations of the Mississippi Association of Broadcasters. Present were Television and Radio companies from throughout Mississippi. The purpose of this event was to allow students majoring in broadcasting or broadcast journalism to interact with broadcasting employees and share samples of their work while providing their resumes. There were 36 students who participated. Of those, 12 sub-mitted their resumes. After a lunch provided by the University, the students met and exchanged ideas with the visiting broadcast professionals. This event is a very useful tool in allowing broadcast professionals to interact with students interested in Radio and Television careers.

***Initiative 3:*** The Tupelo Daily Journal newspaper hosted the 2018 Job Fair at the Tupelo Furniture Market on Wednesday, March 7. This was a general job fair open to all people interested in finding a job. Attendance was encouraging as over 200 people came through the center between 9am – 2pm. Most people were interested in factory jobs or non-technical positions. None of them were interested in the radio sales positions we were advertising. I also continued looking for a new GM for our Tupelo company. We did have 3 leave their resume and/or application. This event was attended by Scott Bebout and Mallorie Biffle of the Mississippi Radio Group.

***Initiative 4:*** On Tuesday, April 17, 2018 Jeff Covington, Regional Sales Manager for the Mississippi Radio Group attended the Northeast Mississippi Community College's annual Job Fair on the campus in Booneville, Mississippi. This job fair is open to any and all companies looking to hire individuals to work at their place of business. It was well attended for the approximately 30 businesses who participated. Although many of the students were looking for professional and/or technical positions, there were not any who had the experience to be in radio sales or sales management. We did talk to several who showed interest in doing a possible Internship. We always encourage the students to do an internship before deciding on a career in Broadcasting. Mr. Covington talked to approximately 15 students who showed interest in the possibility of pursuing a career in Broadcasting.

***Initiative 5:*** On November 7, 2018 Jeff Covington, Regional Sales Manager for The Mississippi Radio Group, participated in the "Mississippi Association of Broadcasters On Campus" on the campus of Mississippi State University. The event was from 9:30AM to 2:30PM. This MAB on campus was represented by radio and television stations from across the Mississippi Gulf Coast to the Tennessee border. This event was to allow students from both general broadcasting and broadcast journalism to meet with representatives from a management level and inquire about job possibilities and seek

advice. Students were invited to share samples of their work along with their most recent resumes'. After lunch, provided by the University, the broadcasters in attendance shared their views on the event and how to improve future events to provide maximum benefits to the students. There were approximately fifty students in attendance. Most were interested in on air television positions.

### **New Hire EEO Summary Report 2018**

- Janet Spencer was hired to start on January 1, 2018. This opening became available after one of our front office people retired. Janet was hired to be the assistant Traffic Director. We posted the position on all of our standard sites and locations. After interviewing 2 people, Operations Manger, Scott Spencer made Scott Bebout aware that his wife was wanting to change careers and would like to be interviewed. After several interviews, Janet was hired to begin her work on January 1, 2018.
- The search for a new General Manager began in January 2018. Scott Bebout was charged with finding his replacement. After a comprehensive search that covered the Southeast United States, and using all of our Recruitment sources, Scott hired Raymond Jourdan. Raymond worked for Robinson and Associates in Tupelo, MS.

After interviewing Mr. Jourdan several times, he was hired to begin his job as General Manager on Tuesday, May 1, 2018.

- Krista Miller was hired as a Sales Representative on Monday, September 3, 2018. She was hired after posting the position on our regular job sites. We also advertise any and all job openings on all of our radio stations of the Mississippi Radio Group. Krista Miller heard the ad on WWMS-Miss 98 and responded. Following the due diligence that is required to find a new employee, Krista was hired to work with the Mississippi Radio Group representing its stations.
- Tom Brown was hired to be the Program Director for WSYE – Sunny 93 on October 1, 2018. After posting the position and interviewing 2 people for the position we heard that Tom Brown was interested in moving back to Tupelo after a career with Elvis Presley Enterprises and other companies within the Entertainment sector. After meeting Tom Brown it was apparent he was the right fit for the position.

## **Attachment of Recruitment Sources**

1. University of Mississippi  
1918 Briar Ridge Road  
Tupelo, MS 39904  
Angela Palmer – 662-690-6232
2. Itawamba Community College  
Carla Rose – 662-620-5000
3. MS State Employment Office  
3200 Adams Farm Rd. Ste. 45  
Belden, MS 38826  
Leon Ainsworth – 662-842-4371
4. MS University for Women  
1100 College St. MUW 1624  
Columbus, MS 39701  
Towanda Williams – 662-329-7619
5. Northeast MS Community College  
110 Cunningham Blvd.  
Booneville, MS 38829  
Lewis Sacran – 662-692-1512

6. Mississippi State University  
P. O. Box P  
MS State University, MS 38762  
Cara Boyles – 662-325- 3344
7. NAACP  
P. O. 1061  
Tupelo, MS 38802  
Harold Arrington – 662- 844-4166
8. The Daily Journal  
P. O. Box 909  
Tupelo, MS 38802  
662-328-8484
9. WTVA Job Fair – January 10, 2018
10. MAB on Campus – March 7, 2018
11. Daily Journal Job Fair – March 7, 2018
12. Northeast Mississippi Community College – April 17, 2018



13. Mississippi Radio Group – 662-842-7658  
2214 South Gloster  
Tupelo, MS 38801

14. All Access Website – [www.allaccess.com](http://www.allaccess.com)

