

EEO *Vacancy* Information

2019

EEO Vacancy Information for 2019

San-Dow Broadcasting, JMD Broadcasting: WWMS-WSYE-WZLQ-WELO

DBA, Mississippi Radio Group, Tupelo, MS

Position, Salesperson	Source of Hire	Interviews	Recruitment	Responses
Brandi Dyson	Indeed – On line	3	Attached	63
Position, Salesperson	Source of Hire	Interviews	Recruitment	Responses
Julie Brooks	Job Fair – Daily Journal	4	Attached	63
Position, Salesperson	Source of Hire	Interviews	Recruitment	Responses
Aaron Dyson	Referral	3	Attached	30
Position, Salesperson	Source of Hire	Interviews	Recruitment	Responses
Andy Lee	Referral	3	Attached	4

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.

New Hire EEO Summary Report 2019

- Brandi Dyson was hired on May 21, 2019. This opening became available after a vacancy developed for two salespersons. We posted the position on all of our standard sites and locations. Following the due diligence that is required to find a new employee, we found Brandi on Indeed. After interviewing 8 people and 3 individual interviews, we hired Brandi to perform sales in our markets.
- Julie Brooks was hired on May 29, 2019. This opening became available after a vacancy developed for two salespersons. We posted the position on all of our standard sites and locations. Following the due diligence that is required to find a new employee, we found Julie at the Daily Journal Job Fair. After interviewing 4 people and 3 individual interviews, we hired Julie to perform sales in our markets.
- Aaron Dyson was hired on July 15, 2019. This opening became available after a vacancy developed for two salespersons. We posted the position on all of our standard sites and locations. Following the due diligence that is required to find a new employee, we found Aaron through a referral from a fellow salesperson. After interviewing 4 people and 3 individual interviews, we hired Aaron to perform sales in our markets. Aaron Dyson is the husband of Brandi Dyson.
- Andy Lee was hired on July 15, 2019. This opening became available after a vacancy developed for two salespersons. We posted the position on all of our standard sites and locations. Following the due diligence that is required to find a new employee, we found Andy through a referral from a fellow salesperson. After interviewing 4 people and 3 individual interviews, we hired Andy to perform sales in our markets.

Job Fairs 2019

- **Initiative 1:** On Wednesday, January 23rd, the stations of the Mississippi Radio Group participated in a job fair hosted by television stations WTVA/WLOV. The event was held at the Bancorp South Conference Center. The event was held from 9AM until 2PM. Regional Sales Manager Jeff Covington represented the stations. There were 200+ attendees. Our primary goal was to target possible additions to our outside sales force. None of those attending were interested in an outside sales position.
- **Initiative 2:** On Wednesday, March 27, 2019 on the University of Mississippi campus in Oxford, Regional Sales Manager Jeff Covington on behalf of the stations of the Mississippi Radio Group, participated in the “Mississippi Association of Broadcasters on Campus”. It was held from 10AM until 2PM. The purpose of the event was to allow broadcasting and/or journalism students to interact with media professionals, share examples of their work, and submit resumes’ if they chose to do so. There were approximately 50 students in attendance.

Job Fairs 2019

- **Initiative 3:** On Tuesday, April 30, 2019, The Tupelo Daily Journal, hosted an “after hours” job fair at the Hub. The hours were from 5:30PM until 9:30PM. This job fair was designed to help those who could not attend a traditional job fair during routine business hours. The stations were represented by General Manager, Raymond Jourdan. We were once again searching for possible additions to our sales staff. According to the Daily Journal, they report that over 250 people visited the job fair. We again were searching for possible additions to our sales staff. One person, Julie Brooks, was interviewed and later hired.
- **Initiative 4:** On Wednesday, June 26th, 2019, the Mississippi Radio Group participated in a job fair hosted by local television stations WTVA/WLOV. This event was held at the Tupelo Furniture Market and was held from 9AM until 2PM. The stations were represented by General Manager Raymond Jourdan. There were approximately 200 attendees with most seeking manufacturing type jobs. We were again looking for possible employees to increase our sales staff. There were no hires from this event.

Job Fairs 2019

- **Initiative 5:** On Thursday, September 19, 2019, The Tupelo Daily Journal, hosted a job fair in partnership with the Itawamba Community College, Belden, MS campus. The hours were from 10AM until 2PM. The stations were represented by Regional Sales Manager Jeff Covington and Mallorie Biffle, Director of Digital Media. We were once again searching for possible additions to our sales staff. Our sole purpose in attending this event was to add to our sales staff. No hires were made from this event.
- **Initiative 6:** On Tuesday, October 1, 2019, the Mississippi Radio Group participated in the “Mississippi Association of Broadcasters On Campus” at Mississippi State University in Starkville. It was held from 10AM until 2PM . This event allowed students in various forms of broadcast media, to speak with professionals about a career in broadcasting. Our group was represented by Regional Sales Manager, Jeff Covington. This event was attended by approximately 30 students.

Attachment of Recruiting Sources:

- 1. University of Mississippi Angela Palmer – 662-690-6232 1918 Briar Ridge Road Tupelo, MS 39904
- 2. Itawamba Community College Carla Rose – 662-620-5000
- 3. MS State Employment Office Leon Ainsworth – 662-842-4371 3200 Adams Farm Rd. Ste. 45 Belden, MS 38826
- 4. MS University for Women Towanda Williams – 662-329-7619 1100 College St. MUW 1624 Columbus, MS 39701
- 5. Northeast MS Community College Lewis Sacran – 662-692-1512 110 Cunningham Blvd. Booneville, MS 38829
- 6. Mississippi State University Cara Boyles – 662-325- 3344 P. O. Box P MS State University, MS 38762
- 7. NAACP Harold Arrington – 662- 844-4166 P. O. 1061 Tupelo, MS 38802
- 8. The Daily Journal 662-328-8484 P. O. Box 909 Tupelo, MS 38802
- 9. Indeed Inc – On-line job services – May 2019 – June 2019
- 10. WTVA/WLOV Job Fair, Bancorp South Conference Center, Tupelo, MS – January 23, 2019
- 11. University of Mississippi MAB On Campus – March 27, 201
- 12. Tupelo Daily Journal Job Fair – April 30, 2019
- 13. WTVA/WLOV Job Fair, Tupelo Furniture Market, June 26, 2019
- 14. Tupelo Daily Journal / Itawamba Community College, Belden, MS campus – September 19, 2019
- 15. Mississippi State University MAB On Campus – October 1, 2019
- 16. Mississippi Radio Group – 662-842-7658 2214 South Gloster Tupelo, MS 38801
- 17. All Access Website – www.allaccess.com