

**WHMD-FM, WTGG-FM, WFPR-AM, WYLK-FM & WJSH-FM
EEO PUBLIC FILE REPORT
February 1, 2023-January 31, 2024**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Sales Rep	2, 4, 5, 12	5

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Louisiana Association of Broadcasters Employment Clearinghouse https://www.broadcasters.org/networking/submit.asp	N	0
2	Southeastern Louisiana University Department of Media & Mass Communication http://www.southeastern.edu/admin/career_srv/employers/post_job/index.html	N	2
3	St Tammany Chamber of Commerce Lacey Osborne, CEO 610 Hollycrest Blvd., Covington, LA, 70433 https://sttammanychamber.org/	N	0
4	Word-of-Mouth Referral	N	2
5	On-Air Announcements (<i>one or more SEU stations</i>)	N	2
6	Stations Website (<i>one or more SEU stations</i>)	N	0
7	Craigslist, www.craigslist.com	N	0
8	Indeed, www.indeed.com	N	0
9	Internal Hire	N	0
10	Walk-In/Self-Referral	N	0
11	Radio Station Facebook (<i>one or more SEU stations</i>)	N	0
12	Employee Referral	N	1
13	Northshore Technical Community College 111 Pride Drive Hammond, LA 70401 www.northshorecollege.edu	N	0
14	Greater Hammond Chamber of Commerce 400 NW Railroad Ave. Hammond, LA 70401 www.greaterhammondchamber.org	N	0
15	LA Works/Dept of Labor Via website: www.laworks.net 225-358-4516	N	0
16	Non-Employee Referrals	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Southeastern Louisiana University Department Career Services http://www.southeastern.edu/admin/career_srv/index.html	N	0
18	National Alliance of State Broadcasters www.careerpage.org	N	0
Total Number of Interviewees in reporting Period			7

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Listing of Each Upper-Level Category Opening in a Job Bank of Groups Whose Membership Includes Substantial Participation of Women and Minorities	Our SEU lists each of our job postings in the job bank for the Louisiana Association of Broadcasters, the preeminent organization for broadcasters in Louisiana. The Louisiana Association of Broadcasters' free job board is the first source for persons seeking positions in the broadcast industry including women and minorities.
2	Annual Sponsorship, Membership and Participation in Tangipahoa Professional Women's Foundation Whose Membership Includes Substantial Participation of Women and Minorities	We participate in monthly meetings and prominently sponsor 2 annual foundation events which focus on women's promotion in the workforce. Events are attended by our Sales Manager. We utilize our sponsorship to promote broadcast industry job opportunities.
3	Annual Sponsorship of Southeastern Louisiana University Sales-Marketing-Communications fundraiser/recruitment event.	Southeastern Louisiana University is the only university located in this SEU. In addition to sponsorship of this event, we maintain routine dialogue with the university's department heads and other administration regarding recruitment and training of needed positions.