

**WKJN-FM, WAPF-AM, WAZA-FM, WFCG-FM, WAKH-FM,
WBKN-FM & WMJU-FM
EEO PUBLIC FILE REPORT**

February 1, 2022-January 31, 2023

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
On-Air Talent	1, 3, 10, 11, 13	10

* This report was revised in June 2023 to address minor reporting issues.

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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	Mississippi Association of Broadcasters Employment Job Board https://www.msbroadcasters.org/	N	0
2	Southeastern Louisiana University Department of Media & Mass Communication http://www.southeastern.edu/admin/career_srv/employers/post_job/index.html	N	0
3	Southwest Mississippi Community College Southwest Regional Workforce Training Center Job Fair 1146 Horace Holmes Drive Summit, MS https://www.mspb.ms.gov/events/southwest-regional-workforce-training-center-job-fair.aspx	N	0
4	Mississippi Department of Employment Services Job Board https://wings.mdes.ms.gov/wings/welcome.jsp	N	0
5	Word-of-Mouth Referral	N	0
6	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
7	Stations Website (<i>one or more SEU stations</i>)	N	0
8	Craigslist, www.craigslist.com	N	0
9	Indeed, www.indeed.com	N	0
10	Internal Hire	N	1
11	Walk-In/Self-Referral	N	1
12	Radio Station Facebook (<i>one or more SEU stations</i>)	N	0
13	Employee Referral	N	1
14	Non-Employee Referral	N	0
15	Northshore Technical Community College 111 Pride Drive Hammond, LA 70401 www.northshorecollege.edu	N	0

TOTAL NUMBER OF INTERVIEWEES

3

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	From January 2022 to May 2022, our Production Manager and Production Assistant provided training to a receptionist in the skills needed to serve as an on-air host. Upon completion of this training, the employee began working select on-air shifts and now hosts a daily live show.
2	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	From January 2022 to May 2022, our Production Manager provided training to a Production Assistant in the skills needed to serve as an on-air host. Although this employee still works primarily in production, they provide fill-in duties as needed on-air and have the skills necessary to work on-air full-time.
3	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions	On February 8, 2022, our SEU participated in the Mississippi Association of Broadcasters Day on Campus at Jackson State University. SEU participants included our Market Manager and Production Manager, who spoke with students about career opportunities in broadcasting.
4	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions	On February 12, 2022, our SEU participated in the Louisiana Association of Broadcasters Student Career Workshop & Job Fair at the LSU Student Union in Baton Rouge, Louisiana. SEU participants included our General Manager and Production Manager, who spoke with students about career opportunities in broadcasting.

5	Participation in events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities	On September 13-14, 2022, our SEU participated in the Mississippi Association of Broadcasters annual convention at the IP Casino Resort in Biloxi, MS. A number of sessions included discussions regarding broadcast employment issues. There were also multiple networking opportunities to discuss employment-related issues. SEU participants included our Operations Manager and Production Manager.
6	Participation in events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities	On June 1-2, 2022, our SEU participated in the Louisiana Association of Broadcasters annual convention at The Monteleone Hotel in New Orleans. A number of sessions included discussions regarding broadcast employment issues, including an EEO & FCC legal update. There were also multiple networking opportunities to discuss employment-related issues. SEU participants included our General Manager and Operations Manager.
7	Listing of Each Upper-Level Category Opening in a Job Bank of Groups Whose Membership Includes Substantial Participation of Women and Minorities	Our SEU notifies the Mississippi Association of Broadcasters, the preeminent organization for broadcasters in Mississippi, of job openings. The Mississippi Association of Broadcasters' free job board is the first source for persons seeking positions in the broadcast industry including women and minorities.