

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

**February 1, 2021-January 31, 2022**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
<b>Sales Representative</b>	<b>1, 3, 11, 13</b>	<b>13</b>

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

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Mississippi Association of Broadcasters Employment Job Board <a href="https://www.msbroadcasters.org/">https://www.msbroadcasters.org/</a>	N	1
2	Southeastern Louisiana University Department of Media & Mass Communication <a href="http://www.southeastern.edu/admin/career_srv/employers/post_job/index.html">http://www.southeastern.edu/admin/career_srv/employers/post_job/index.html</a>	N	0
3	Southwest Mississippi Community College Southwest Regional Workforce Training Center Job Fair 1146 Horace Holmes Drive Summit, MS <a href="https://www.mspb.ms.gov/events/southwest-regional-workforce-training-center-job-fair.aspx">https://www.mspb.ms.gov/events/southwest-regional-workforce-training-center-job-fair.aspx</a>	N	0
4	Mississippi Department of Employment Services Job Board <a href="https://wings.mdes.ms.gov/wings/welcome.jsp">https://wings.mdes.ms.gov/wings/welcome.jsp</a>	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, <a href="http://www.craigslist.com">www.craigslist.com</a>	N	0
9	Indeed, <a href="http://www.indeed.com">www.indeed.com</a>	N	0
10	Internal Hire	N	0
11	Walk-In/Self-Referral	N	0
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 <a href="http://www.northshorecollege.edu">www.northshorecollege.edu</a>	N	0

**TOTAL NUMBER OF INTERVIEWEES**

**2**

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	From February 2021 to April 2021, our Production Manager and Production Assistant provided training to one of our sales executives in the skills needed to work in production. Upon completion of this training, we worked with this employee to transition their responsibilities into production, where this employee now works on a full-time basis.
<b>2</b>	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	From April 2021 to June 2021, our Market Manager provided training to one of our receptionists in the skills needed to work in sales. Upon completion of this training, the employee undertook sales responsibilities and began to receive commissions on the collections she made.
<b>3</b>	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.
<b>4</b>	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 8-9, 2021, 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 update. There were also multiple networking opportunities to discuss employment-related issues. SEU participants included our General Manager, Market Manager and Operations Manager.