

WKSJ-FM, WMXC, WNTM, WRGV, WRKH, WTKX-FM
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/1/2019	Establishment of a mentoring program	From December 2019 to October 2020, our Program Director mentored our On-Air Talent/Co-Host so that she could acquire skills and on-the-job experience necessary to become a Program Director. Our On-Air Talent/Co-Host learned how to operate software programs commonly used by Program Directors as well as how to perform the day-to-day station responsibilities of a Program Director. Our Program Director also provided career guidance and advice.	2	On-Air Talent Program Director
2	2/6/2020	Participation in events sponsored by organizations representing the community	On February 6, 2020, our SEU hosted 29 high school students from the South Baldwin Chamber Junior Ambassador program for an information session and station tour. SEU participants included 5 on-air personalities (two of whom are Program Directors) and an engineer who spoke to the attendees about how the radio industry works and how to get into radio as a career.	6	On-Air Talent/ Program Directors Engineer
3	3/10/2020	Participation in Job Fairs	Our SEU participated in the Baldwin County Career & Job Fair in Mobile, AL. Station participants discussed careers in radio with attendees.	3	Community Engagement On-Air Talent On-Air Talent