

**WHMD-FM, WTGG-FM, WFPR-AM, WYLK-FM & WJSH-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>Production Assistant</b>	<b>2, 3, 4,12</b>	<b>3</b>

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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	Louisiana Association of Broadcasters Employment Clearinghouse <a href="https://www.broadcasters.org/networking/submit.asp">https://www.broadcasters.org/networking/submit.asp</a>	N	0
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	1
3	St Tammany Chamber of Commerce Lacey Osborne, CEO 610 Hollycrest Blvd., Covington, LA, 70433 <a href="https://sttammanychamber.org/">https://sttammanychamber.org/</a>	N	2
4	Word-of-Mouth Referral	N	1
5	On-Air Announcements ( <i>one or more SEU stations</i> )	N	0
6	Stations Website ( <i>one or more SEU stations</i> )	N	0
7	Craigslist, <a href="http://www.craigslist.com">www.craigslist.com</a>	N	0
8	Indeed, <a href="http://www.indeed.com">www.indeed.com</a>	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 <a href="http://www.northshorecollege.edu">www.northshorecollege.edu</a>	N	0
14	Greater Hammond Chamber of Commerce 400 NW Railroad Ave. Hammond, LA 70401 <a href="http://www.greaterhammondchamber.org">www.greaterhammondchamber.org</a>	N	0
15	LA Works/Dept of Labor Via website: <a href="http://www.laworks.net">www.laworks.net</a> 225-358-4516	N	0
16	Non-Employee Referrals	N	0

<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>
17	Southeastern Louisiana University Department Career Services <a href="http://www.southeastern.edu/admin/career_srv/index.html">http://www.southeastern.edu/admin/career_srv/index.html</a>	N	0
18	National Alliance of State Broadcasters <a href="http://www.careerpage.org">www.careerpage.org</a>	N	0
<b>Total Number of Interviewees in reporting Period</b>			5

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</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 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.
<b>2</b>	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.
<b>3</b>	Note	The Covis19 shutdowns and lockdowns made it very difficult to recruit during this reporting period. We would normally participate in at least 2 job fairs and various other events.