

KJMS FM, KWNW-FM, WDIA-AM, WEGR-FM, WHAL-FM, WHRK-FM, WREC-AM

EEO PUBLIC FILE REPORT

April 1, 2012 - March 31, 2013¹

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
Account Executive	2, 4-7, 9-11, 13-22, 25-28, 30-50, 52-57, 60-63, 66-79, 81-86, 89	86
Account Executive	4-5, 7-8, 10-11, 13, 15-16, 18-21, 26-28, 30, 32-49, 52-53, 55-57, 60-64, 66-68, 70-72, 75, 79-82, 84-85, 89	20
Account Executive	4-5, 7-8, 10-11, 13, 15-16, 18-21, 26-28, 30, 32-49, 52-53, 55-57, 60-64, 66-68, 70-72, 75, 79-82, 84-85, 89	20
Account Executive	1-2, 4-7, 9-11, 13-22, 25-32, 34-39, 41-49, 52-53, 55-57, 59-63, 66-85, 89	20
On-Air Personality	1-7, 9-11, 13-19, 21-22, 25-28, 30-49, 52-53, 55-57, 59-63, 65-80, 82-83, 85, 89	65
Account Executive	2, 4-7, 9-11, 13-17, 19, 21-22, 25-28, 30-49, 52-53, 55-57, 59-64, 66-85, 89	68
Sales Assistant	2-7, 9-12, 14-23, 25-33, 36-39, 41-42, 44, 47, 49, 51-53, 55, 59-64, 66-80, 82-85, 87-88	16
Sales Assistant	2-7, 9-12, 14-23, 25-33, 36-39, 41-42, 44, 47, 49, 51-53, 55, 59-64, 66-80, 82-85, 87-88	20
Sales Assistant	2-7, 9-12, 14-23, 25-33, 36-39, 41-42, 44, 47, 49, 51-53, 55, 59-64, 66-80, 82-85, 87-88	51
SENIOR ACCOUNT EXECUTIVE (OUTSIDE SALES)	2, 4-7, 9-11, 13-14, 16-17, 19-22, 24-25, 28, 30-49, 51-53, 55-63, 66-80, 82-85, 89	20
SENIOR ACCOUNT EXECUTIVE (OUTSIDE SALES)	2, 4-7, 9-11, 13-14, 16-17, 19-22, 24-25, 28, 30-49, 51-53, 55-63, 66-80, 82-85, 89	24
SENIOR ACCOUNT EXECUTIVE (OUTSIDE SALES)	2, 4-7, 9-11, 13-14, 16-17, 19-22, 24-25, 28, 30-49, 51-53, 55-63, 66-80, 82-85, 89	20

¹ This report was revised in July 2014 to address minor reporting issues.

KJMS FM, KWNW-FM, WDIA-AM, WEGR-FM, WHAL-FM, WHRK-FM, WREC-AM

EEO PUBLIC FILE REPORT

April 1, 2012 - March 31, 2013

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	African American Chamber of Commerce PO Box 5488 Portland, Oregon 97228 Phone : 503-244-5794 Email : blackchamber@usa.net Roy Jay	N	0
2	Alcorn State University 1000 ASU Drive #269 Lorman, Mississippi 39096 Phone : 601-877-6100 Email : cwilliams@alcorn.edu Carla Williams	N	0
3	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	0
4	American Business Women's Assn. 2750 Darlington Cove Memphis, Tennessee 38118 Phone : 901-747-7793 Sue Crawley Manual Posting	N	0
5	Arkansas Dept of Employment Sec P O Box 1928 West Memphis, Arkansas 72303 Career Services Manual Posting	N	0
6	Arkansas State University P.O. Box 1930 State University, Arkansas 72467 Phone : (870) 972-3070 Email : pgraham@astate.edu Fax : 1-870-972-2997 Pamela Graham	N	0

KJMS FM, KWNW-FM, WDIA-AM, WEGR-FM, WHAL-FM, WHRK-FM, WREC-AM

EEO PUBLIC FILE REPORT

April 1, 2012 - March 31, 2013

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
7	Arkansas State University Career Placement Services P O Box 2490 Jonesboro, Arkansas 72467 Phone : 501-972-2100 Rosemary Freer Manual Posting	N	0
8	Association for Women in Communications 780 Ritchie Highway S28 Severna Park, Maryland 21146 Career Services Manual Posting	N	0
9	Association of Rehabilitation Industry & Business P. O. Box 1618 Hot Springs, Arkansas Phone : 624-4087 Email : arib@hsnp.com Rhonda Bowman	N	0
10	Athens State College Career Office 300 North Beaty Street Athens, Alabama 35611 Career Services Manual Posting	N	0
11	Belhaven College 1790 Kirby Parkway Suite 100 Germantown, Tennessee 38138-7452 Phone : 901-888-3343 Career Services Manual Posting	N	0
12	Booker T. Washington High School 715 South Lauderdale Memphis, Tennessee 38126 Placement Director Manual Posting	N	0
13	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Fax : 1-760-754-2115 Mark Holloway Manual Posting	N	0

KJMS FM, KWNW-FM, WDIA-AM, WEGR-FM, WHAL-FM, WHRK-FM, WREC-AM

EEO PUBLIC FILE REPORT

April 1, 2012 - March 31, 2013

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
14	Central Baptist College no listing Conway, Arkansas 72032 Phone : 501-329-6872 Fax : 1-501-329-2941 Central Baptist College Central Baptist College	N	0
15	Christian Brothers University Carer Center 650 East Parkway South Memphis, Tennessee 38104 Phone : 901-321-3330 Career Services Manual Posting	N	0
16	ClearCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.clearcareers.com Clear Channel Corporate Manual Posting	N	2
17	Coahoma Junior College Route 1 Box 616 Clarksdale, Mississippi 38614 Phone : 662-627-4155 Email : m Moore-6@yahoo.com Fax : 1-662-627-4361 Monica Moore	N	0
18	Crichton College 255 North Highland Avenue Memphis, Tennessee 38111 Phone : 901-320-9710 Fax : 1-901-320-9709 Student Employment Office	N	0
19	East Arkansas Community College 1700 Newcastle Road Forrest Cty, Arkansas 72335 Phone : 870-633-4480 Fax : 1-870-633-7222 Career Services	N	0
20	Employee Referral	N	16

KJMS FM, KWNW-FM, WDIA-AM, WEGR-FM, WHAL-FM, WHRK-FM, WREC-AM

EEO PUBLIC FILE REPORT

April 1, 2012 - March 31, 2013

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
21	Harding University Student Employment Office 1000 Cherry Road Memphis, Tennessee 38117 Phone : 901-761-1352 Fax : 1-901-761-1358 Career Services	N	0
22	Hendrix College 1600 Washington Avenue Conway, Arkansas Phone : 450-1416 Email : careerservices@hendrix.edu Jill Hankins	N	0
23	I Hire Sales People Memphis, Tennessee Url : http://www.IHiresSalesPeople.com Career Services Manual Posting	N	0
24	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.Indeed.com OpenHire Source Manual Posting	N	4
25	Jackson State University 1400 John R. Lynch St. Jackson, Mississippi Phone : 601/976-2477 Url : www.jsums.edu Fax : 601/979-3948 Lavenita Cottrell	N	0
26	Job and Career Bog Memphis Public Library 3030 Poplar Avenue Mephis, Tennessee 38132 Email : friersons@memphislibrary.org Career Services	N	0
27	Job and Career Bog Memphis Public Library 3030 Poplar Avenue Memphis, Tennessee 38132 Email : stoner@memphislibrary.org Career Services	N	0

KJMS FM, KWNW-FM, WDIA-AM, WEGR-FM, WHAL-FM, WHRK-FM, WREC-AM

EEO PUBLIC FILE REPORT

April 1, 2012 - March 31, 2013

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
28	JobLINC 3030 Poplar Avenue Memphis, Tennessee 38132 Phone : 901-323-4206 Email : joblinc@memphislibrary.org Career Services	N	0
29	KTHV Job Line Arkansas Phone : 501-244-4605 Career Service Manual Posting	N	0
30	Lane College Placement Office 545 Lane Avenue Jackson, Tennessee 38301 Phone : 901-426-7500 Career Services Manual Posting	N	0
31	LeMoyne-Owen College Job Development Supervisor 807 Walker Avenue Memphis, Tennessee 38126 Phone : 901-435-1675 Fax : 1-901-435-1699 Career Services	N	0
32	Lowenstein House 821 S Barksdale Memphis, Tennessee 38114 Kevin Dixon Manual Posting	N	0
33	Memphis Area Vo-Tech 550 Alabama Memphis, Tennessee 38105 Phone : 901-543-6169 Career Services Manual Posting	N	0
34	Memphis Black Media Coalition 701 South Parkway East Memphis, Tennessee 38106 Phone : 901-646-5272 Fax : 1-901-946-5272 Gwen Sneed	N	0

KJMS FM, KWNW-FM, WDIA-AM, WEGR-FM, WHAL-FM, WHRK-FM, WREC-AM

EEO PUBLIC FILE REPORT

April 1, 2012 - March 31, 2013

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
35	Memphis Branch NAACP 588 Vance Ave Memphis, Tennessee 38129 Phone : 901-521-1343 Fax : 1-901-526-2637 Executive Secretary	N	0
36	Memphis College of Art Student Employment Office 1930 Poplar Avenue Memphis, Tennessee 38104 Phone : 901-272-5103 Fax : 1-901-272-5104 Career Services	N	0
37	Memphis Urban League, Inc 413 N Cleveland Memphis, Tennessee 38104 Phone : 901-272-2491 Fax : 1-901-272-1673 Job Placement Supervisor	N	0
38	Mississippi Dept of Employment Sec P O Box 524 Hernando, Mississippi 38632 Phone : 601-429-9874 Bobbi Oliver Manual Posting	N	0
39	Mississippi State University Connections The Career Center Tennessee Phone : 662-325-3344 Fax : 1-662-325-7975 Career Services	N	0
40	Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Url : http://www.monster.com Fax : 1-402-472-8675 Brendan McCauley	N	0

KJMS FM, KWNW-FM, WDIA-AM, WEGR-FM, WHAL-FM, WHRK-FM, WREC-AM

EEO PUBLIC FILE REPORT

April 1, 2012 - March 31, 2013

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
41	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
42	NAB Clearinghouse Tennessee Phone : 202-429-5498 Fax : 1-202-775-3526 Career Services	N	0
43	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : www.najb.org Fax : 1-301-314-1714 Ryan Williams	N	0
44	National Black MBA Association, Inc. Memphis, Tennessee Email : memphis_nbmbaa@yahoo.com Career Services	N	0
45	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
46	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljga.org Fax : 1-202-588-1818 Career Services	N	0
47	Native American Indian Association of TN 230 Spencer Lane Nashville, Tennessee 37210 Email : WIA@NAIA.comcastbiz.net Debbie Armstrong	N	0

KJMS FM, KWNW-FM, WDIA-AM, WEGR-FM, WHAL-FM, WHRK-FM, WREC-AM

EEO PUBLIC FILE REPORT

April 1, 2012 - March 31, 2013

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
48	Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Url : http://www.nativetelecom.org/ Email : native@unl.edu Frank Blythe	N	0
49	Northwest Community College Career Services Senatobia, Mississippi 38637 Phone : 662-562-3200 Fax : 1-662-280-6161 Career Services	N	0
50	On Air Announcements (all SEU stations)	N	4
51	Unknown (source not adequately identified upon inquiry)	N	0
52	Park Avenue Propects Club 6750 Poplar Ave., # 800 C/O Merrill Lynch Memphis, Tennessee 38138 Phone : 901-756-2039 Julie Kinney Manual Posting	N	0
53	Partners in Placement 4322 Bloombury St Southaven, Mississippi 38672 Susan Kime Manual Posting	N	0
54	Philander Smith College 900 W DAISY L GATSON BATES DRIVED Little Rock, Arkansas 72202 Phone : 501-975-6054 Email : vbroadnax@philander.edu Fax : 1-501-975-8560 AMANDA ROBINSON	Y	0
55	Professional Women's Network 930 University Street Memphis, Tennessee 38107 Phone : 901-345-7153 Sheila Easterling Manual Posting	N	0

KJMS FM, KWNW-FM, WDIA-AM, WEGR-FM, WHAL-FM, WHRK-FM, WREC-AM

EEO PUBLIC FILE REPORT

April 1, 2012 - March 31, 2013

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
56	Radio & Records 2049 Century Park East Los Angeles, California 90067 Phone : 310-553-4330 Url : www.radioandrecords.com Email : elsalopez@clearchannel.com Fax : 1-831-796-4181 Lisa Deary	N	0
57	Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Joe Deschler	N	0
58	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Career Services Manual Posting	N	0
59	Risk University 100 Seventeenth Ave North Nashville, Tennessee 37206 Phone : 615.329.8894 Url : www.fisk.edu Email : eeady@fisk.edu Echelle Eady	N	0
60	Rust College Mass Communications Center 150 E Rust Avenue Holly Springs, Mississippi 38635 Sylvester Oliver Manual Posting	N	0
61	S.A.V.E.S. 2150 Whitney Avenue Memphis, Tennessee 38127 Phone : 901-353-5440 Alex Vaporean Manual Posting	N	0

KJMS FM, KWNW-FM, WDIA-AM, WEGR-FM, WHAL-FM, WHRK-FM, WREC-AM

EEO PUBLIC FILE REPORT

April 1, 2012 - March 31, 2013

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
62	Southwest TN Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-5000 Email : wwalker@southwest.tn.edu Fax : 1-901-333-4505 Career Services	N	0
63	State Technical Institute Career Counseling/Student Employment 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-382-4180 Bill Cavanaugh Manual Posting	N	0
64	Station On-Air Advertisement	N	9
65	Station Website	N	4
66	Strayer University 2650 Thousand Oaks Blvd Suite 1100 Memphis, Tennessee 38118 Phone : 901-369-1835 Fax : 1-901-565-9400 Career Services	N	0
67	Student Media Center Director of Student Media 233 Farley University, Mississippi 38677 Phone : 662-915-5502 Dr. Ralph Braseth Manual Posting	N	0
68	Tennessee Dept of Labor & WFD 5368 Mendenhall Mall Memphis, Tennessee 38115 Career Services Manual Posting	N	1
69	Tennessee State University Career Center 3500 John Merritt Blvd. EPCC, #304 Nashville, Tennessee 37209 Phone : 615-963-5981 Email : wfain@tnstate.edu William Fain	N	0

KJMS FM, KWNW-FM, WDIA-AM, WEGR-FM, WHAL-FM, WHRK-FM, WREC-AM

EEO PUBLIC FILE REPORT

April 1, 2012 - March 31, 2013

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
70	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Scott McWilliams	N	0
71	TN Association of Broadcasters P O Box 101015 Nashville, Tennessee 37224 Phone : 615-399-3791 Url : www.tabtn.org Career Services Manual Posting	N	0
72	TN Dept of Employment Security 1295 Poplar Avenue Memphis, Tennessee 38104 Phone : 901-543-7535 Joyce Reed Manual Posting	N	0
73	U of A Little Rock - Communications Dept. 2801 S. University Little Rock, Arkansas Phone : 569-3164 Email : jmbyrne@ualr.edu Dr. Jamie Byrne	N	0
74	U.S. Dept. of Veterans Affairs Vocational Rehabilitation and Employment 110 9th Ave. South Nashville, Tennessee Phone : (615) 695-6372 Email : dale.warf@vba.va.gov Dale Warf	N	0
75	UCP/Memphis Works 4189 Leroy Memphis, Tennessee 38108 David Chamberlain Manual Posting	N	0

KJMS FM, KWNW-FM, WDIA-AM, WEGR-FM, WHAL-FM, WHRK-FM, WREC-AM

EEO PUBLIC FILE REPORT

April 1, 2012 - March 31, 2013

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
76	Union University Career Services @ Union University Jackson, Tennessee 38305 Phone : 731-661-5421 Url : www.uu.edu Email : rjones@uu.edu Fax : 1-731-661-5187 Renee Jones	N	0
77	University Of Arkansas 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-757-6307 Email : lfoley@uark.edu Larry Foley	N	0
78	University of Arkansas at Pine Bluff P.O. Box 4975 - 1200 N. University Drive Pine Bluff , Arkansas Phone : (870) 575-8461 Email : jonesm@uapb.edu Fax : 1-870-575-4606 Mary Jones	N	0
79	University of Memphis Tennessee Email : jwebb2@memphis.edu Career Services	N	0
80	University of Memphis College of Engineering Memphis, Tennessee 38152 Career Services Manual Posting	N	0
81	University of Memphis Placement Services Placement Counselor Scates Hall, Room 315 Memphis, Tennessee 38152 Phone : 901-678-2239 Fax : 1-901-678-4836 Jean Moore	N	0

KJMS FM, KWNW-FM, WDIA-AM, WEGR-FM, WHAL-FM, WHRK-FM, WREC-AM

EEO PUBLIC FILE REPORT

April 1, 2012 - March 31, 2013

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
82	University of Mississippi Career Center 234 Martindale Hall University, Mississippi 38677 Phone : 662-915-7174 Url : www.hireolemissrebs.com Fax : 1-662-915-7759 Amanda Walker	N	0
83	University of Tennessee, College of Communications – Broadcasting Dept 100 Dunford Hall Knoxville, Tennessee Phone : (865) 974-2149 Url : http://www.utk.edu/contact/ Email : career@utk.edu Fax : 1-865-974-6497 Allison Beck	N	0
84	UT Health Science Center Student Employment Office 62 S Dunlap Memphis, Tennessee 38163 Phone : 901-448-4796 Fax : 1-901-448-7750 Career Services	N	0
85	Victory University Student Employment Office 255 North Highland Ave Memphis, Tennessee 38111 Phone : 901-320-9710 Email : whoward@victory.edu Fax : 1-901-320-9709 Career Services	N	0
86	Walk In/Self Referral	N	1
87	WKRN-TV 441 Murfreesboro Road Nashville, Tennessee 37210 Phone : 615-369-7341 Fax : 1-615-369-7302 Frances Pratt	N	0

KJMS FM, KWNW-FM, WDIA-AM, WEGR-FM, WHAL-FM, WHRK-FM, WREC-AM

EEO PUBLIC FILE REPORT

April 1, 2012 - March 31, 2013

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
88	www.Linkedin.com 2029 Stierlin Ct Mountain View, California 94043 Phone : 0000000000 Url : http://linkedin.com Internet Internet Manual Posting	N	0
89	www.Media Recruiter.com Centennial, Colorado 80016 Phone : 303-400-5150 Email : art@mediarecruiter.com Art Scott	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			41

KJMS FM, KWNW-FM, WDIA-AM, WEGR-FM, WHAL-FM, WHRK-FM, WREC-AM

EEO PUBLIC FILE REPORT

April 1, 2012 - March 31, 2013

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	5/15/2012	Participation in events or programs sponsored by educational institutions	On May 15, 2012 our Director of Sales spoke the FAMU School of Journalism and Graphic Communication's NABEF/NABOB Media Sales Institute on the topic "How a Broadcast Sales Department Works." This program is open to graduating college seniors from around the country to provide information on how to enter into media sales for talented students of diverse backgrounds.	1	Director of Sales	0.25
2	8/28/2012	Sponsorship of events in the community designed to increase public awareness	On August 28 and 29, 2012, this SEU sponsored an Economic Development Forum hosted by MMCBC Continuum on August 28-29, 2012. The Forum gathered together over 5000 strategic corporate, community and minority stakeholders to focus on minority economic development and job creation.	2	PROMOTIONS DIRECTOR AND DIRECTOR OF SALES	0.50
3	10/11/2012	Participation in events or programs sponsored by educational institutions	On October 11, 2012 our Regional Market Manger and Promotions Director spoke to students at Memphis City Schools about working in the Media and Music industry and what type of education they would need.	2	REGIONAL MARKET MANGER PROMOTIONS DIRECTOR	0.25
4	11/15/2012	Participation in events or programs sponsored by educational institutions	On November 15, 2012, our On Air Personality participated in Memphis City School Recognition program at the Chickasaw Middle School, he spoke on the importance of education and described the type of careers available in broadcasting.	1	ON AIR PERSONALITY	0.25
5	12/8/2012	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	On December 8, 2012, our On Air Personality participated in an awards banquet for the Mid South Area Residential Services, a group that provides job opportunities for individuals with developmental disabilities. They discussed the variety of jobs available in the broadcast industry	1	ON-AIR PERSONAILITY	0.50

KJMS FM, KWNW-FM, WDIA-AM, WEGR-FM, WHAL-FM, WHRK-FM, WREC-AM

EEO PUBLIC FILE REPORT

April 1, 2012 - March 31, 2013

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
6	3/1/2013	Participation in events or programs sponsored by educational institutions	On March 1, 2013, our Director of Sales spoke at an event sponsored by Douglass High School called "Get Your Skills Up, Know the Pros" a program to prepare high school students to enter the work force. He discussed jobs in broadcasting.	1	Director of Sales	0.25