

2016 EEO PUBLIC FILE REPORT
EMPLOYMENT UNIT
WKBB-FM, Starkville, MS (Facility ID: 6194)
WLZA-FM, Starkville, MS (Facility ID: 67652)

Period Covered in this Report: February 1, 2016 to January 31, 2017
Full-Time Employees in this Reporting Unit: 5

I. Summary of Full-Time Jobs Filled

Total # Full-Time Jobs Filled 02/01/2016 to 01/31/2017: 0

Job Title	Recruitment Sources Used- see MRSL	Sources of Interviewees	Recruitment Source of Hire

II. Master Recruitment Source List (MRSL)

No full time-jobs were filled during the reporting period, and no interviews for full-time positions were conducted. In the event of an opening, the following list of recruitment sources are used:

*indicates recruitment source requested job vacancy notifications

#	Recruitment Source	Address and/or e-mail	Contact	Phone Number
1	supertalk.fm website	6311 Ridgewood Road Jackson, MS 39211 dawnd@telesouth.com	Dawn Dugle	601-957-1700
2	WIN Job Center	5000 N. Frontage Road Columbus, MS 39701	David Mann	662-244-5163
3	Starkville Daily News	304 E. Lampkin Street Starkville, MS 39760 classified@starkvilledailynews.com	Classifieds Unit	662-323-1642
4	On Air Announcements WKBB-FM/WLZA-FM	1105 Stark Road Starkville, MS	Debbie Smothers	662-324-9028
5	Mississippi Association of Broadcasters	855 Pear Orchard Road Ridgeland, MS 39157 jlett2@earthlink.net	Jackie Lett	601-957-9121
6	Job Fairs			
7	Station Walk-Ins			
8	Current Intern Promotion			

III. Summary of WKBB-FM/WLZA-FM Outreach/Recruitment Efforts- 02/01/2016-01/31/2017

Category: Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions:

During this reporting period, employees of licensee, Telesouth Communications, Inc. participated in five Job Fairs. We had at least one employee with hiring decision responsibility at each of the following Job Fairs:

3/17/2016 14th Annual East Central Community College Business, Education and Healthcare Expo. This career fair was held on the Decatur, MS ECCC Campus in the Brackeen-Wood Physical Education Building. This event was designed to help students begin their careers and also encourages the general public to attend. Wanda Harrison, General Manager of WZKR in Meridian, MS represented all TeleSouth owned stations at this event.

4/28/2016 East Mississippi Job Fair. Debbie Smothers, General Manager of radio stations WKBB-FM and WLZA-FM in Starkville, MS represented all TeleSouth stations at this event. The event was held on the campus of East Mississippi Community College in Mayhew, MS. In addition to hosting a booth at the event, radio station WKBB-FM also aired advertisements to promote the job fair to the community.

8/19/2016 The 2016 Greenwood Area Job Fair. This annual job fair was held at the Leflore County Civic Center in Greenwood, MS and was sponsored by the Governor's Job Fair Network and the Mississippi Department of Employment Security. All TeleSouth owned stations were represented by Jim Chick, General Manager of WYMX-FM, WTCD-FM and WBZL-FM in Greenwood, MS.

9/28/2016 Career Expo 2016. Held in the Walter Payton Center on the campus of Jackson State University in Jackson, MS, the career fair gives JSU students an opportunity to meet potential employers in their fields of study. The event was open to all students and was very well attended. Tanya Taylor, VP of Finance and Human Resources for TeleSouth attended the event and was able to meet and obtain resumes from a number of mass communications majors interested in post-grad positions or internships.

10/18/2016 The 2016 Pine Belt Area Job Fair. Held at the Lake Terrace Convention Center in Hattiesburg, MS, this event was sponsored by the Governor's Job Fair Network and the Mississippi Department of Employment Security. Robert Ghetti, General Manager of WFMM-FM in Hattiesburg, MS and WLAU-FM in Laurel, MS represented all TeleSouth owned radio stations at this event.

Category: Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities:

During this reporting period, employees of TeleSouth Communications, Inc., participated in four Career Fairs and represented all company-owned stations at these events.

2/16/2016: Program Director Will East participated in Mississippi Association of Broadcaster's Day on Campus/ Career Day at Jackson State University. This event is an outreach of the MAB and is designed to foster communication between broadcasters, educators, and students at Mississippi's Community Colleges and Universities and to provide students with knowledge of career opportunities in the field of broadcasting.

3/29/2016: Rick Mize, General Manager of radio stations WQLJ-FM, WTNM-FM and WOXF-FM participated in Mississippi Association of Broadcaster's Day on Campus/ Career Day at the University of Mississippi. This event is an outreach of the MAB and is designed to foster communication between broadcasters, educators, and students at Mississippi's Community Colleges and Universities and to provide students with knowledge of career opportunities in the field of broadcasting.

4/27/2016: Kipp Gregory, General Manager of WOSM-FM and Jill Deakle, account executive for WFMM-FM and WLAU-FM attended Mississippi Association of Broadcaster's Day on Campus/ Career Day at the University of Southern Mississippi. This event is an outreach of the MAB and provides an opportunity for radio and television students to present their resumes and speak to media representatives from across Mississippi regarding job opportunities, what media professionals are looking for and how to prepare for a career in media.

10/25/2016: Debbie Smothers, General Manager of WKBB-FM and WLZA-FM participated in Mississippi Association of Broadcaster's Day on Campus/Career Day in the Mitchell Memorial Library on the campus of Mississippi State University. This event is an outreach of the MAB and provides an opportunity for radio and television students to present their resumes and speak to media representatives from across Mississippi regarding job opportunities, what media professionals are looking for and how to prepare for a career in media.

Category: Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

During the reporting period, EEO Outreach Guidelines and Community Outreach Training was conducted at the corporate offices of Licensee TeleSouth Communications, Inc. Lead by Tanya Taylor, VP of Finance and Human Resources, the training took place on March 7, 2016 and included reviewing EEO Rules for Broadcasting, Outreach Options and the proper documenting of said events. All general and sales managers were in attendance.

Other:

The stations in this employment unit each run a 30 second announcement twice a week encouraging organizations that distribute employment opportunities to send us a request and we will provide them information when we have job openings. We have had no Organizations request notification of full time job openings.