

2017 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, 2017 to January 31, 2018
Full-Time Employees in this Reporting Unit: 5

I. Summary of Full-Time Jobs Filled

Total # Full-Time Jobs Filled 02/01/2017 to 01/31/2018: 0

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

II. Master Recruitment Source List (MRSL)

The following is a listing of potential recruitment sources used when there is an open position:

*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- 02/01/2017-01/31/2018

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 three Job Fairs. We had at least one employee with hiring decision responsibility at each of the following Job Fairs:

3/30/2017 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 encourages the general public to attend. Wanda Harrison, General Manager of WZKR in Meridian, MS represented all TeleSouth owned stations at this event.

6/28/2017 South MS EmployAbility Job Fair 2017. Kipp Gregory, General Manager of radio station WOSM-FM in Ocean Springs, MS represented all TeleSouth stations at this event. The event was held at the Lyman Community Center in Gulfport, MS. The event is held to promote the hiring of Mississippians with disabilities.

8/29/2017 The 2017 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.

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 three Career Fairs and represented all company-owned stations at these events.

3/7/2017: 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.

4/5/2017: Dawn Dugle, Creative Director for TeleSouth Communications, spoke to 40 Marketing and Journalism students at Belhaven University in Jackson, Mississippi during their annual MAB Day on Campus. This program helps link broadcasting professionals with students at colleges and universities. Broadcast professionals met students studying communications, marketing and related professions, helping forge a link between students and

the broadcast industry. Students learned about potential careers in broadcasting, as well as some unique insights into the industry.

4/19/2017: Kipp Gregory, General Manager of WOSM-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.

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 2/21/2017 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.