

WZRX(AM), WHLH(FM), WMSI-FM, WJDX(AM), WJDX-FM & WSTZ-FM
EEO PUBLIC FILE REPORT
February 1, 2011 to January 31, 2012

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	3-7	4
Traffic Director	5-7, 10	10

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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
1	Mississippi Association of Broadcasters 855 S. Pear Orchard Road, Suite 403 Ridgeland, MS 39157 (601) 957-9121 (601) 957-9175 (fax) www.msbroadcasters.org	No	0
2	Southern Personnel 357 Towne Center Blvd., Suite 403 Ridgeland, MS 39157 (601) 206-1202 (601) 956-1360 (fax)	No	0
3	Walk-In/Self-Referral	No	2
4	Word-of-Mouth Referral	No	2
5	Clear Channel Careers Website www.clearcareers.com	No	1
6	Jackson State University Career Counseling/Placement Jackson, MS 39217	No	0
7	Tougaloo College 500 West Countyline Road Tougaloo, MS 39174 (601) 977-7821	No	0
8	National Association of Black Journalists P.O. Box 17212 Washington, DC 20041 Attn: Laura Boyce	No	0
9	National Broadcast Talent (205) 608-0294	No	0
10	Mississippi Department of Employment Security 1235 Echelon Pkwy. Jackson, MS 39215 Attn: Rachel Whatley	No	6

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
11	Radio & Records Magazine 10100 Santa Monica Blvd. Los Angeles, CA 90067	No	0
12	Belhaven College 1500 Peachtree Street Jackson, MS 39202	No	0
13	Regional Help Wanted Website www.centralmississippihelpwanted.com	No	0
14	All Access Website www.allaccess.com	No	0
15	Radio Info Website www.radio-info.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			11

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Banks, Internet Programs and Other Programs Designed to Promote General Outreach	During the reporting period, our stations participated in Internet programs with various industry websites, including All Access, Radio & Records, Inside Radio and All About Country. Our stations posted blogs providing information concerning the state of the radio industry, as well as about specific job opportunities, which are designed to broaden outreach to the labor force.
2	Host Event/Program for an Educational Institution Relating to Career Opportunities in Broadcasting	On March 9, 2011, our stations provided a station tour to students from Belhaven College interested in pursuing careers in broadcasting. Station participants included our On-Air Personalities, General Manager, and Promotions Director.
3	Establish Training Program to Enable Station Personnel to Acquire Skills for Higher Level Positions	During the reporting period, our stations periodically offered training to board operators that are exceeding expectations. As part of this training program, our program directors provided training to board operators in areas of production, on-air operations and computer software to enhance their qualifications and promotional opportunities.
4	Assist Unaffiliated Non-Profit Entities in Maintaining Web Sites Providing Broadcasting Career Development Assistance	During the reporting period, our station Webmaster administered the web site for the Mississippi Association of Broadcasters, a nonprofit trade association for radio and television stations in Mississippi that offers educational seminars and a broadcasting employment job bank to its members.
5	Participate in Job Fair	On March 22, 2011, our stations participated in a job fair sponsored by the Mississippi Association of Broadcasters. Station participants included our Market Manager, Director of Sales and Operations Manager, who discussed job opportunities at the stations with students interested in broadcasting careers and accepted applications and resumes.

6	Participate in Event/Program Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On April 1, 2011, our Market Manager participated in a Media Career Day program held at Alcorn University in Lorman, Mississippi and spoke to students about the radio industry and broadcasting careers.
7	Internship Program	During the Spring 2011 and Fall 2011 semesters, our SEU hosted two interns from Tougaloo College and Belhaven University in the Programming Department, under the supervision of our WHLH(FM) Programming Director and Music Director. The interns assisted in production, remote broadcasts, and co-hosting on the WHLH(FM) evening on-air show.