



WHLH(FM), WMSI (FM), WJDX(AM), WJDX(FM) & WSTZ (FM)

EEO PUBLIC FILE REPORT
February 1, 2013 to January 31, 2014

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive I	3,4,5,6,8,17	5
Account Executive II	2,3,4,5,6,8,17	4

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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 12-month 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	n	0
2	Southern Personnel 357 Towne Center Blvd., Suite 403 Ridgeland, MS 39157 (601) 206-1202 (601) 956-1360 (fax)	n	1
3	Walk-Ins/Self-Referral	n	3
4	Word-of-Mouth Referral	n	5
5	Clear Channel Careers Website www.clearcareers.com	n	4
6	Jackson State University Career Counseling/Placement Jackson, MS 39217	n	1
7	Tougaloo College 500 West Countyline Road Tougaoo, MS 39174 (601) 977-7821	n	0
8	Office of Career Services – M.C. Career Link Nelson Hall 314C Box 4010 Clinton, MS 39058 601.925.3901 career-services@mc.edu	n	1
9	National Broadcast Talent (205) 608-0294	n	0
10	MS Department of Employment Security 1235 Echelon Pkwy Jackson, MS 39215 Attn: Rachel Whatley	n	0
11	Radio & Records Magazine 10100 Santa Monica Blvd. Los Angeles, CA 90067	n	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	Belhaven College 1500 Peachtree Street Jackson, Ms 39202	n	0
13	Regional help wanted .com	n	0
14	Non-Employee referral	n	0
15	All Access Website	n	0
16	Radio Info Website	n	0
17	Simplyhired.com	n	0
18	Indeed.com	n	3
19	Glassdoor.com	n	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			18

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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 promote general outreach and to broaden outreach to reach segments of labor force who otherwise might not be aware of employment opportunities.
2	Host Event/Program for an Educational Institution Relating to Career Opportunities in Broadcasting	On February 13th and October 2 nd , 2013, our stations provided a class/tour to students from Belhaven College interested in pursuing careers in broadcasting. Station participants included our On-Air Personalities, General Manager, Operations 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 on their job duties. 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 qualifications of these employees for 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 and The Reservoir Foundation. Mississippi Association of Broadcasters is a nonprofit trade association for radio and television stations in Mississippi that offers educational seminars

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		<p>and a broadcasting employment job bank to its members.</p> <p>The Reservoir Foundation is a tax exempt non-profit 501 (c)3 that assists the Pearl River Valley Water Supply District in promoting recreation and interest in the Ross Barnett Reservoir for businesses and families. The Foundation raises funds for projects to enhance and improve the quality of life for residents and provide recreational opportunities for visitors.</p>
6	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	<p>On March 7th, 2013, our market manager participated in a Media Career Day program at Belhaven College in Jackson, Mississippi and spoke to students about the radio industry and broadcasting careers.</p> <p>On November 12th, 2013, our market manager participated in a Career Day program at Sykes Park Elementary in Jackson, Mississippi and spoke to students about the radio industry and broadcasting careers.</p> <p>On October 21st-24th, 2013, our WJDX-FM Program Director participated in a Career Day program at Brandon High School in Brandon, Mississippi and spoke to students about the radio industry and broadcasting careers.</p>
7	Internship Program	<p>Students from various colleges and universities are encouraged to intern in the spring and fall semesters covered by the reporting period. Interns are assigned to work in particular departments.</p> <p>One intern worked in the programming department by assisting in radio commercial and website production.</p>