



**WHLH(FM), WMSI-FM, WJDX(AM), WJDX-FM & WSTZ-FM  
EEO PUBLIC FILE REPORT  
February 1, 2014 to January 31, 2015<sup>1</sup>**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Traffic Coordinator	22 <i>(part-time to full-time promotion)</i>	22 <i>(part-time to full-time promotion)</i>

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<sup>1</sup> This Report was modified in January 2015 to address reporting issues.



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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	<b>Mississippi Association of Broadcasters</b> 855 S. Pear Orchard Road, Suite 403 Ridgeland, MS 39157 (601) 957-9121 (601) 957-9175 (fax) www.msbroadcasters.org	N	0
2	<b>Southern Personnel</b> 357 Towne Center Blvd., Suite 403 Ridgeland, MS 39157 (601) 206-1202 (601) 956-1360 (fax)	N	0
3	<b>Walk-In/Self-Referral</b>	N	0
4	<b>Word-of-Mouth Referral</b>	N	0
5	<b>iHeartMedia Careers Website</b> <a href="http://iheartmediacareers.com">http://iheartmediacareers.com</a>	N	0
6	<b>Jackson State University</b> Career Counseling/Placement Jackson, MS 39217	N	0
7	<b>Tougaloo College</b> 500 West Countyline Road Tougaloo, MS 39174 (601) 977-7821	N	0
8	<b>M.C. Career Link- Office of Career Services</b> Nelson Hall 314C Box 4010 Clinton, MS 39058 601.925.3901 <a href="mailto:career-services@mc.edu">career-services@mc.edu</a>	N	0
9	<b>National Broadcast Talent</b> (205) 608-0294	N	0
10	<b>MS Department of Employment Security</b> 1235 Echelon Pkwy Jackson, MS 39215 Attn: Rachel Whatley	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
11	<b>Radio &amp; Records Magazine</b> 10100 Santa Monica Blvd. Los Angeles, CA 90067	N	0
12	<b>Belhaven College</b> 1500 Peachtree Street Jackson, MS 39202	N	0
13	<b>Regionalhelpwanted.com</b>	N	0
14	<b>Non-Employee Referral</b>	N	0
15	<b>All Access Website</b>	N	0
16	<b>Radio Info Website</b>	N	0
17	<b>Simplyhired.com</b>	N	0
18	<b>Indeed.com</b>	N	0
19	<b>Glassdoor.com</b>	N	0
20	<b>Employee Referral</b>	N	0
21	<b>Job Fairs</b> ( <i>see Sec. III</i> )	N	0
22	<b>Internal Transfer/Promotion</b>	N	1



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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	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 Operations Manager 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 that otherwise might not be aware of employment opportunities.
<b>2</b>	Host Event/Program Sponsored by or on Behalf of an Educational Institution Relating to Career Opportunities in Broadcasting	On February 19 and October 8, 2014, 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.
<b>3</b>	Establish Training Program to Enable Station Personnel to Acquire Skills for Higher Level Positions	During the reporting period, our stations periodically offered training to personnel that exceeded expectations of their job duties. As part of this program, our program directors cross trained in continuity and provided training to afternoon announcers in the areas of production. In addition, our local sales assistant cross trained in national sales.
<b>4</b>	Participate in Event Sponsored by or on Behalf of an Educational Institution Relating to Career Opportunities in Broadcasting	On September 30, 2014, our Market Manager participated in a Media Career Day program at Bellhaven College in Jackson, Mississippi and spoke to students about the radio industry and broadcasting careers.

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>5</b>	Participate in Event Sponsored by or on Behalf of an Educational Institution Relating to Career Opportunities in Broadcasting	On October 17, 2014, 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.
<b>6</b>	Participate in Event Sponsored by or on Behalf of an Educational Institution Relating to Career Opportunities in Broadcasting	On October 23–25, 2014, 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.
<b>7</b>	Participate in Job Fair	On March 19, 2014, 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 for job openings ranging from entry level to professional positions.