

**WKJN-FM, WAPF-AM, WAZA-FM, WFCG-FM, WAKH-FM,
WBKN-FM & WMJU-FM
EEO PUBLIC FILE REPORT**

February 1, 2023-January 31, 2024

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
Sales Rep	1, 5, 6, 10, 11, 13	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 Employment Job Board https://www.msbroadcasters.org/	N	1
2	Southeastern Louisiana University Department of Media & Mass Communication http://www.southeastern.edu/admin/career_srv/employers/post_job/index.html	N	0
3	Southwest Mississippi Community College Southwest Regional Workforce Training Center Job Fair 1146 Horace Holmes Drive Summit, MS https://www.mspb.ms.gov/events/southwest-regional-workforce-training-center-job-fair.aspx	N	0
4	Mississippi Department of Employment Services Job Board https://wings.mdes.ms.gov/wings/welcome.jsp	N	0
5	Word-of-Mouth Referral	N	1
6	On-Air Announcements (<i>one or more SEU stations</i>)	N	3
7	Stations Website (<i>one or more SEU stations</i>)	N	0
8	Craigslist, www.craigslist.com	N	0
9	Indeed, www.indeed.com	N	0
10	Internal Hire	N	1
11	Walk-In/Self-Referral	N	1
12	Radio Station Facebook (<i>one or more SEU stations</i>)	N	0
13	Employee Referral	N	1
14	Non-Employee referral	N	0
15	Northshore Technical Community College 111 Pride Drive Hammond, LA 70401 www.northshorecollege.edu	N	0

RS Number

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions	On November 14, 2023, our SEU participated in the Mississippi Association of Broadcasters Day on Campus at Jackson State University. SEU participants included our Market Manager and Production Manager, who spoke with students about career opportunities in broadcasting.
2	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions	On May 31 st & June 1 st , our SEU participated in the Louisiana Association of Broadcasters Student Career Workshop & Job Fair at the Monteleone Hotel in New Orleans, Louisiana. SEU participants included our General Manager and Production Manager, who spoke with students about career opportunities in broadcasting.
3	Participation in events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities	On September 26-27, 2023, our SEU participated in the Mississippi Association of Broadcasters annual convention at Natchez Convention Center in Natchez, MS. A number of sessions included discussions regarding broadcast employment issues. There were also multiple networking opportunities to discuss employment-related issues. SEU participants included our General Manager, Operations Manager and Production Manager.
4	Participation in events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities	On June 1-2, 2023, our SEU participated in the Louisiana Association of Broadcasters annual convention at The Monteleone Hotel in New Orleans. A number of sessions included discussions regarding broadcast employment issues, including an EEO & FCC legal update. There were also multiple networking opportunities to discuss employment-related issues. SEU participants included our General Manager and Operations Manager.

5	Listing of Each Upper-Level Category Opening in a Job Bank of Groups Whose Membership Includes Substantial Participation of Women and Minorities	Our SEU notifies the Mississippi Association of Broadcasters, the preeminent organization for broadcasters in Mississippi, of job openings. The Mississippi Association of Broadcasters' free job board is the first source for persons seeking positions in the broadcast industry including women and minorities.
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