

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

February 1, 2020-January 31, 2021

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 Representative	1, 3, 11, 13	11

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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	1
4	Mississippi Department of Employment Services Job Board https://wings.mdes.ms.gov/wings/welcome.jsp	N	0
5	Word-of-Mouth Referral	N	0
6	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
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	0
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	
15	Northshore Technical Community College 111 Pride Drive Hammond, LA 70401 www.northshorecollege.edu	N	0
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III. RECRUITMENT INITIATIVES**

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participated in the “Courageous Conversation” Webinar on Diversity, Inclusion, and Leadership Development in the workplace.	Thursday, July 9, 2020, all SEU managers attended this zoom webinar. The webinar was presented by Deborah Elam, President and CEO of Corporate Playbook. Elam made history when GE’s board of directors appointed her Global Chief Diversity Officer, making her GE’s first ever black female corporate officer. Today Elam is recognized as one of the foremost experts and champions of leadership development, diversity, inclusion, and philanthropy. Prior to the zoom webinar, stations were asked to send in questions that they wanted answered so that it was tailored to the broadcast world.
2	Sponsored Scholarship Southwest Mississippi Community College	Annually our SEU sponsors a scholarship for a broadcasting student in the name of a former employee.
3	Listing of Each Upper-Level Category Opening in a Job Bank of Groups Whose Membership Includes Substantial Participation of Women and Minorities	Our SEU lists each of our job postings in the job bank for the Mississippi Association of Broadcasters, the preeminent organization for broadcasters in Mississippi. The Mississippi Association of Broadcasters’ free job board is the first source for persons seeking positions in the broadcast industry including women and minorities.
4	Note	The Covis19 shutdowns and lockdowns made it very difficult to recruit during this reporting period. We would normally participate in at least local job fairs and various other events.