

**WKJN-FM, WAPF-AM, WAZA-FM, WFCG-FM, WAKH-FM,  
WBKN-FM & WMJU-FM  
EEO PUBLIC FILE REPORT  
February 1, 2019-January 31, 2020\***

**I. VACANCY LIST**

See Section II, the “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>
<b>Sales Representative</b>	<b>1, 3, 11, 13</b>	<b>13</b>

\*This report covers the period between February 1, 2019 and January 29, 2020.

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Mississippi Association of Broadcasters Employment Job Board <a href="https://www.msbroadcasters.org/">https://www.msbroadcasters.org/</a>	N	1
2	Southeastern Louisiana University Department of Media & Mass Communication <a href="http://www.southeastern.edu/admin/career_srv/employers/post_job/index.html">http://www.southeastern.edu/admin/career_srv/employers/post_job/index.html</a>	N	0
3	Southwest Mississippi Community College Southwest Regional Workforce Training Center Job Fair 1146 Horace Holmes Drive Summit, MS <a href="https://www.mspb.ms.gov/events/southwest-regional-workforce-training-center-job-fair.aspx">https://www.mspb.ms.gov/events/southwest-regional-workforce-training-center-job-fair.aspx</a>	N	1
4	Mississippi Department of Employment Services Job Board <a href="https://wings.mdes.ms.gov/wings/welcome.jsp">https://wings.mdes.ms.gov/wings/welcome.jsp</a>	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, <a href="http://www.craigslist.com">www.craigslist.com</a>	N	0
9	Indeed, <a href="http://www.indeed.com">www.indeed.com</a>	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	0
15	Northshore Technical Community College 111 Pride Drive Hammond, LA 70401 <a href="http://www.northshorecollege.edu">www.northshorecollege.edu</a>	N	0
<b>Total Number of Interviewees in Reporting Period</b>			<b>4</b>

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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 Fair	On November 13, 2019, our SEU participated in the MSPB at the Southwest Mississippi Community College Regional Workforce Training Center Job Fair in Summit. SEU participants included our sales manager, who spoke with attendees about job opportunities in broadcasting.
<b>2</b>	Sponsored Scholarship Southwest Mississippi Community College	Annually our SEU sponsors a scholarship for a broadcasting student in the name of a former employee. Applicants are chosen via on campus communication channels and our on-air announcements. Winners are selected by a panel of college instructors and our management team.
<b>3</b>	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.

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