

**WCPR-FM, WGBL(FM), WQBB(FM), WTNI(AM),
WXBD(AM) and WXYK(FM)
EEO PUBLIC FILE REPORT
February 1, 2016 – January 31, 2017**

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
On-Air Talent	4, 8, 11,13*	13
Account Executive	1-4, 6-11, 14-16	15
Account Executive	1-4, 6-11, 14-16	15
Director of Sales	1-2, 4, 7-11, 14-16	8
Account Executive	1-4, 6-11, 14-16	16
Business Manager	1-2, 4, 7-11, 13-15	13
Traffic Director/Traffic Manager	2, 4, 8-11, 13-15	13
Receptionist/Traffic Manager	2, 4, 8-11, 13-15	13
Continuity Director	2, 4, 8-9, 11, 13-16	13

**Exigent Circumstances*

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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	NAACP 260 Main Street Biloxi, MS 39530	No	0
2	Station Website Postings (<i>all SEU stations</i>)	No	0
3	University of Southern Mississippi 118 College Drive Hattiesburg, MS 39406 Contact: Danny Montgomery Phone: 601.266.1000	No	0
4	Internal Posting	No	0
5	All Access Website www.allaccess.com	No	0
6	Mississippi Association of Broadcasters 855 S. Pear Orchard Road, Suite 403 Ridgeland, MS 39157 Phone: 601.957.9121 Fax: 601.957.9175 www.msbroadcasters.org Contact: Jackie Lett	No	0
7	Mississippi Gulf Coast Community College 261 DeBuys Road Biloxi, MS 39564 Maranda.broussard@mgccc.edu	No	0
8	Word-of-Mouth Referral	No	3
9	Linked In Website www.linkedin.com	No	0
10	Coast Chamber of Commerce www.UpcomingEvents@MSCoastChamber.com	No	0
11	Walk-In/Self-Referral	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
13	Internal Transfer/Promotion	No	5
14	Alpha Media Career Website www.alphamediausa.com/careers	No	1
15	Indeed Website www.indeed.com	No	10
16	Facebook (<i>not directly contacted by SEU</i>) www.facebook.com	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			20

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Co-Sponsor & Participate in Job Fair	On April 5, 2016, our SEU and the Governor’s Job Fair Network co-sponsored the 2015 Job Fair which took place at the Biloxi Civic Center. Our Local Sales Manager was on the planning committee and was intimately involved in all logistical aspects of this event. Our SEU also occupied a booth at this day-long event during which an SEU representative spoke with those in attendance about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Local Sales Manager.
2	Management-level training regarding equal employment opportunity and preventing discrimination	On June 16, 2016, our SEU’s General and Business Managers took part in a comprehensive training webinar presented by Elizabeth E. Goldin of Wiley Rein LLP regarding compliance with the FCC’s EEO rules.
3	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 11 th , 2016, our SEU participated in the Ocean Springs School District Career Fair. One of our Account Executives showed the students the day-to-day workings of how air time is sold.
4	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 2 nd , 2016, our SEU participated in the North Gulfport Career Day. There one of our On-Air Personalities spoke with students about all the different careers available in the broadcasting field. He also shared his story of why he was interested and employed in broadcasting.
5	Host event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On April 14th, 2016, our SEU’s Promotions Director gave the students of North Woolmarket Middle School a tour of the building. There students met with radio personality, were given a description of the day-to-day duties performed, and how to pressure a career in the broadcasting industry.