

WHLH, WJDX, WJDX-FM, WMSI-FM, WSTZ-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 |
|-------------------|--|-------------------------------|
| Account Executive | 1-5, 7-16 | 15 |
| Account Executive | 1-5, 7-16 | 5 |
| Sales Assistant | 1-2, 4-5, 7-14, 16 | 5 |
| Account Executive | 1, 6-8, 10, 12-14, 16 | 6 |
| Account Executive | 1, 6-8, 10, 12-14, 16 | 8 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 1 | Affirmative Action Register 8356 Olive Boulevard St. Louis, Missouri 63132 Career Services Manual Posting | N | 0 |
| 2 | Alcorn State University Box 359 Lorman, Mississippi 39096 Phone : 601-877-6111 Email : cbristow@lorman.alcorn.edu Fax : 1-601-877-2975 Clinton Bristow, Jr. | N | 0 |
| 3 | Application already on file | N | 1 |
| 4 | Coahoma Junior College Route 1 Box 616 Clarksdale, Mississippi 38614 Phone : 662-627-4155 Email : msmoore-6@yahoo.com Fax : 1-662-627-4361 Monica Moore | N | 0 |
| 5 | Current Employee - Transfer/Promotion | N | 2 |
| 6 | Employee Referral | N | 1 |
| 7 | iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting | N | 0 |
| 8 | iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting | N | 1 |

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|------------------|---|--|---|
| 9 | Jackson State University 1400 John R. Lynch St. Jackson, Mississippi Phone : 601/976-2477 Url : www.jsums.edu Fax : 601/979-3948 Lavenita Cottrell | N | 0 |
| 10 | Jackson State University Career & Counseling Center Post Office Box 17280 Jackson, Mississippi 39217 Phone : 601-979-2477 Dorothy Whitney Manual Posting | N | 0 |
| 11 | Mississippi State PO Box P Mississippi State Mississippi State, Mississippi 39762 Phone : 662-325-3344 Fax : 662-325-7975 Sandra | N | 0 |
| 12 | MS Association of Broadcasters 855 S. Pear Orchard Road Ridgeland, Mississippi 39157 Phone : 601-957-9121 Url : www.msbroadcasters.org Fax : 1-601-957-9175 Kathy Miles | N | 0 |
| 13 | MS Employment Security Commission 5959 I-55 Frontage Road Jackson, Mississippi 39236 Phone : 601-961-7972 Walter Berryhill Manual Posting | N | 0 |
| 14 | MS NAACP 1072 W. Lynch St, Ste 10 Jackson, Mississippi 39203 Phone : 601-353-6906 Kemba Ware Manual Posting | N | 0 |
| 15 | Previous Employee | N | 1 |

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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 |
|--|---|--|---|
| 16 | Tougaloo College 500 West County Line Road Tougaloo, Mississippi 39174 Phone : 601-977-7821 Email : gjones@tougaloo.edu Gladys Jones | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 6 |



WHLH (FM), WMSI (FM), WJDX (AM), WJDX (FM) & WSTZ (FM)

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III. RECRUITMENT INITIATIVES**

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|----------|---|--|
| 1 | Host Event/Program Sponsored by or on Behalf of an Educational Institution Relating to Career Opportunities in Broadcasting | On March 3 rd , 2016, 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. |
| 2 | Establish Training Program to Enable Station Personnel to Acquire Skills for Higher-Level Positions national sales. | 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 board operators in areas of production. In addition, our receptionist cross trained in National sales. |
| 3 | Participate in Event Sponsored by or on Behalf of an Educational Institution Relating to Career Opportunities in Broadcasting | On September 7th, 20th, and November 10th, 2016, our Market Manager participated in a Media Career Day program at Jackson State University in Jackson, Mississippi and spoke to students about the radio industry and broadcasting careers. |
| 4 | Participate in Event Sponsored by or on Behalf of an Educational Institution Relating to Career Opportunities in Broadcasting | On March 11th, 2016, our market manager participated in a Media Career Day program at Belhaven University in Jackson, Mississippi and spoke to students about the radio industry and broadcasting careers. |
| 5 | Participate in Event Sponsored by or on Behalf of an Educational Institution Relating to Career Opportunities in Broadcasting | On October 25 th -28 th , 2016, 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.. program at Brandon High School in Brandon, Mississippi and spoke to students about the radio industry and broadcasting careers. |