

**WBVV, WESE, WKMQ, WTUP, WWKZ, WWZD-FM****EEO PUBLIC FILE REPORT****February 1, 2016 - February 3, 2017****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| <b>Job Title</b>          | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|---------------------------|------------------------------------------------------------|-------------------------------|
| Marketing Sales Executive | 1-35                                                       | 4                             |
| Marketing Sales Executive | 2, 4-9, 12-16, 18-23, 25-35                                | 4                             |
| Marketing Sales Executive | 2, 4-9, 12-16, 18-23, 25-35                                | 23                            |
| Marketing Sales Executive | 2, 4-8, 12-16, 18-23, 25-35                                | 23                            |

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| <b>RS<br/>Number</b> | <b>RS Information</b>                                                                                                                                                                                                                                                                 | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------|
| 1                    | Alcorn State University<br>Box 359<br>Lorman, Mississippi 39096<br>Phone : 601-877-6111<br>Email : cbristow@lorman.alcorn.edu<br>Fax : 1-601-877-2975<br>Clinton Bristow, Jr.                                                                                                         | N                                                                    | 0                                                                           |
| 2                    | City of Tupelo Personnel Office<br>P.O. Box 1485<br>Tupelo, Mississippi 38801<br>Phone : 662-841-6487<br>Url : <a href="http://tupeloms.gov">http://tupeloms.gov</a><br>Email : cassandra.moore@tupeloms.gov<br>Cassandra Moore                                                       | N                                                                    | 0                                                                           |
| 3                    | Coahoma Junior College<br>Route 1 Box 616<br>Clarksdale, Mississippi 38614<br>Phone : 662-627-4155<br>Email : msmoore-6@yahoo.com<br>Fax : 1-662-627-4361<br>Monica Moore                                                                                                             | N                                                                    | 0                                                                           |
| 4                    | Current Employee                                                                                                                                                                                                                                                                      | N                                                                    | 3                                                                           |
| 5                    | Disabled Veterans Tupelo Chapter 43<br>1494 S. Veterans Mem Blvd<br>Tupelo, Mississippi 38801<br>Phone : 662-842-0000<br>Url : <a href="http://www.davmembersportal.org/chapters/ms/43/def">http://www.davmembersportal.org/chapters/ms/43/def</a><br>Reggie Horton<br>Manual Posting | N                                                                    | 0                                                                           |
| 6                    | Houston Department of Employment Security - Houston<br>WIN Job Center<br>665 N. Jefferson Street<br>HOUSTON, Mississippi<br>Phone : 662-456-1561<br>Url : <a href="http://www.iccms.edu">http://www.iccms.edu</a><br>Email : bjsappington@iccms.edu<br>Bonnie Sappington              | N                                                                    | 0                                                                           |

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| <b>RS<br/>Number</b> | <b>RS Information</b>                                                                                                                                                                                                                                                                                                           | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------|
| 7                    | iHeartMedia.jobs<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a><br>Talent Acquisition Coordinator<br>Manual Posting                                                                                                 | N                                                                    | 0                                                                           |
| 8                    | iHeartMediaCareers.com<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a><br>Talent Acquisition Coordinator<br>Manual Posting                                                                               | N                                                                    | 0                                                                           |
| 9                    | Indeed.com                                                                                                                                                                                                                                                                                                                      | N                                                                    | 2                                                                           |
| 10                   | International Association of Administrative Professionals<br>1793 Cliff Gookin Blvd<br>Tupelo, Mississippi 38801<br>Url : <a href="http://community.iaap-hq.org/home">http://community.iaap-hq.org/home</a><br>Email : <a href="mailto:tennessee-mississippi@iaop-hp.org">tennessee-mississippi@iaop-hp.org</a><br>Lisa Laurent | N                                                                    | 0                                                                           |
| 11                   | Jackson State University<br>1400 John R. Lynch St.<br>Jackson, Mississippi<br>Phone : 601/976-2477<br>Url : <a href="http://www.jsums.edu">www.jsums.edu</a><br>Fax : 601/979-3948<br>Lavenita Cottrell                                                                                                                         | N                                                                    | 0                                                                           |
| 12                   | Jackson State University<br>1400 John R Lynch St<br>Jackson, Mississippi 39217<br>Phone : 601-979-2121<br>Url : <a href="http://www.jsums.edu">http://www.jsums.edu</a><br>Email : <a href="mailto:alisa.s.hughes@jsums.edu">alisa.s.hughes@jsums.edu</a><br>Alisa Hughes                                                       | N                                                                    | 0                                                                           |
| 13                   | Mississippi Association of Broadcasters<br>855 S. Pear Orchard Road Suite 403<br>Ridgeland, Mississippi 39157<br>Phone : 601 957-9121<br>Url : <a href="http://www.msbroadcasters.org">http://www.msbroadcasters.org</a><br>Email : <a href="mailto:khooten@msbroadcasters.org">khooten@msbroadcasters.org</a><br>Karla Hooten  | N                                                                    | 0                                                                           |

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| <b>RS<br/>Number</b> | <b>RS Information</b>                                                                                                                                                                                                                                                                                | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------|
| 14                   | Mississippi Department of Security - Amory WIN Job Center<br>1619 Highway 25<br>Amory, Mississippi 38821<br>Phone : 662-256-2618<br>Url : <a href="http://wininmississippi.org">http://wininmississippi.org</a><br>Email : <a href="mailto:khicks@mdes.ms.gov">khicks@mdes.ms.gov</a><br>Kathy Hicks | N                                                                    | 0                                                                           |
| 15                   | Mississippi Employment Sec. Commisson<br>PO Box 1247<br>Columbus, Mississippi 39703<br>Phone : 662-692-1502<br>Url : <a href="http://www.ms.gov">http://www.ms.gov</a><br>Email : <a href="mailto:danglin@mdes.ms.gov">danglin@mdes.ms.gov</a><br>Daffaney Anglin                                    | N                                                                    | 0                                                                           |
| 16                   | Mississippi Employment Service<br>PO Box 2435<br>Tupelo, Mississippi 38803<br>Phone : 662-842-4371<br>Url : <a href="http://www.ms.gov">http://www.ms.gov</a><br>Email : <a href="mailto:hfloyd@mdes.ms.gov">hfloyd@mdes.ms.gov</a><br>Harry Floyd                                                   | N                                                                    | 0                                                                           |
| 17                   | Mississippi State<br>PO Box P Mississippi State<br>Mississippi State, Mississippi 39762<br>Phone : 662-325-3344<br>Fax : 662-325-7975<br>Sandra                                                                                                                                                      | N                                                                    | 0                                                                           |
| 18                   | Mississippi State University, Career Services Center<br>PO Box 9603<br>Miss. St., Mississippi 39762<br>Phone : 662-325-3717<br>Url : <a href="http://www.msstate.edu">http://www.msstate.edu</a><br>Email : <a href="mailto:jspencer@hrm.msstate.edu">jspencer@hrm.msstate.edu</a><br>Judy Spencer   | N                                                                    | 0                                                                           |
| 19                   | Mississippi University for Women Career Services<br>Director<br>1100 College St. MUW 1624<br>Columbus, Mississippi 39701<br>Phone : 662-329-7222<br>Url : <a href="http://www.muw.edu">http://www.muw.edu</a><br>Email : <a href="mailto:mhfreeman@muw.edu">mhfreeman@muw.edu</a><br>Melanie Freeman | N                                                                    | 0                                                                           |

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## EEO PUBLIC FILE REPORT

February 1, 2016 - February 3, 2017

### 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 |
|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 27        | Salvation Army Womens Auxiliary<br>4118 Lincoln Circle<br>Tupelo, Mississippi 38801<br>Phone : 800-728-7825<br>Url : <a href="http://www.salvationarmyalm.org/tupelo/womens-auxi">http://www.salvationarmyalm.org/tupelo/womens-auxi</a><br>Email : <a href="mailto:jeff.daniel@uss.salvationarmy.org">jeff.daniel@uss.salvationarmy.org</a><br>Jeff Daniel | N                                                 | 0                                                        |
| 28        | Tougaloo College Placement Office<br>500 W. County Line Road<br>Tougaloo, Mississippi 39174<br>Phone : 601-977-4461<br>Url : <a href="http://www.tougaloo.edu">http://www.tougaloo.edu</a><br>Email : <a href="mailto:dpresley@tougaloo.edu">dpresley@tougaloo.edu</a><br>Doretha Presley                                                                   | N                                                 | 0                                                        |
| 29        | Tupelo Womens Club<br>655 Highland Circle<br>Tupelo, Mississippi 38804<br>Phone : 662-205-4537<br>Url : <a href="http://www.tupwomensclub.blogspot.com">http://www.tupwomensclub.blogspot.com</a><br>Christine Rayburn<br>Manual Posting                                                                                                                    | N                                                 | 0                                                        |
| 30        | Union County Chapter NAACP<br>Route 4, Box 206A<br>New Albany, Mississippi 38652<br>Phone : 877-622-2798<br>Url : <a href="http://www.unioncounty.naACP-ms.org">http://www.unioncounty.naACP-ms.org</a><br>Email : <a href="mailto:nbailey@naACPnet.org">nbailey@naACPnet.org</a><br>Nancy Bailey                                                           | N                                                 | 0                                                        |
| 31        | Union County Extension Service<br>112 Fairgrounds Circle<br>New Albany, Mississippi 38652<br>Phone : 662-534-1917<br>Email : <a href="mailto:gina.wills@msstate.edu">gina.wills@msstate.edu</a><br>Gina Wills                                                                                                                                               | N                                                 | 0                                                        |
| 32        | University of Mississippi<br>Room 303 Lyceum Building<br>University, Mississippi 38677<br>Phone : 662-915-7446<br>Url : <a href="http://www.olemiss.edu">http://www.olemiss.edu</a><br>Email : <a href="mailto:jmacree@olemiss.edu">jmacree@olemiss.edu</a><br>James Acree                                                                                  | N                                                 | 0                                                        |

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| <b>RS<br/>Number</b>                           | <b>RS Information</b>                                                                                                                                                                                                                                         | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------|
| 33                                             | Veteran of Foreign War Pontotoc<br>PO Box 472<br>Pontotoc, Mississippi 38863<br>Phone : 662-489-3956<br>Url : <a href="http://www.myvfw.org/ms">http://www.myvfw.org/ms</a><br>John Reece<br>Manual Posting                                                   | N                                                                    | 0                                                                           |
| 34                                             | Veteran of Foreign Wars<br>PO Box 2511<br>Tupelo, Mississippi 38803<br>Phone : 662-328-6876<br>Url : <a href="http://www.vfw.org">http://www.vfw.org</a><br>Email : <a href="mailto:vfwpost4057@gmail.com">vfwpost4057@gmail.com</a><br>Tom Gann              | N                                                                    | 0                                                                           |
| 35                                             | Vietnam Veterans of America<br>PO Box 48<br>Tupelo, Mississippi 38802<br>Phone : 662-690-8040<br>Url : <a href="http://www.vva.org">http://www.vva.org</a><br>Email : <a href="mailto:vvachapter842@comcast.net">vvachapter842@comcast.net</a><br>Danny Booth | N                                                                    | 0                                                                           |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |                                                                                                                                                                                                                                                               |                                                                      | <b>16</b>                                                                   |

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## EEO PUBLIC FILE REPORT

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### III. RECRUITMENT INITIATIVES

|   | Date      | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity                                                                                                                                                                                                                                                                                                                   | No. of Stations Participants | Participant Title                        |
|---|-----------|-------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|------------------------------------------|
| 1 | 3/3/2016  | Co Sponsoring Job Fair                          | Our local DJ attended a career day at Mantachie Elementary School in Mantachie, MS, She planned and implemented this event and discussed careers in radio with attendees, informed attendees of our website to apply for our job openings, and handed out IHeart Media packets.                                                                 | 1                            | On Air Talent (WWZD)<br>Market President |
| 2 | 4/5/2016  | Co Sponsoring Job Fair                          | Our local DJ attended a career day at Saltillo Elementary School in Saltillo, MS, He planned and implemented this event and discussed careers in radio with attendees, informed attendees of our website to apply for our job openings, and handed out IHeart Media packets.                                                                    | 1                            | On Air Talent (WWKZ)<br>Market President |
| 3 | 4/5/2016  | Co Sponsoring Job Fair                          | Our local DJ attended a career day at Shannon High School in Shannon, MS, He planned and implemented this event and discussed careers in radio with attendees, informed attendees of our website to apply for our job openings, and handed out IHeart Media packets.                                                                            | 1                            | On Air Talent (WESE)<br>Market President |
| 4 | 10/4/2016 | Co Sponsoring Job Fair                          | This was a major 3 day Career expo for 7,000 8th grader, these students were from 17 northeast Mississippi counties. With Senior AE Melonie Kight. They planned and implemented this event and discussed careers in radio with attendees, informed attendees of our website to apply for our job openings, and handed out IHeart Media packets. | 4                            | Senior AE<br>Market President            |