

**WANG(AM), WCPR(FM), WGBL(FM), WOSM(FM),
WTNI(AM) and WXYK(FM)
EEO PUBLIC FILE REPORT
February 1, 2020 – January 31, 2021**

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	Station Website Postings (<i>all SEU stations</i>)	No	0
2	Internal Posting	No	0
3	All Access Website www.allaccess.com	No	0
4	Mississippi Department of Employment Services www.mdes.ms.gov	No	0
5	Word-of-Mouth Referral	No	0
6	Linked In Website www.linkedin.com	No	0
7	Mississippi Gulf Coast Chamber of Commerce www.mscoastchamber.com/jobs	No	0
8	Walk-In/Self-Referral	No	2
9	On-Air Announcements (<i>one or more SEU stations</i>)	No	5
10	Internal Transfer/Promotion	No	0
11	Facebook Job Board	No	0
12	Indeed Website www.indeed.com	No	7
TOTAL INTERVIEWEES OVER REPORTING PERIOD			14

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 18 th , 2020 our SEU's Sales Manager visited the University of Southern Mississippi to present a presentation to student on marketing. There he discussed their business ideas and how radio and digital marketing can help expand their business.
2	Management-level training regarding on-boarding: Radio Marketing Professional Program for Radio Sales	On March 17 th , 2020 Our SEU's Account Executive took part in a training webinar presented by Radio Advertising Bureau going over how to succeed as sellers.
3	Management-level training regarding on-boarding: Radio Marketing Professional Program for Radio Sales	On August 2 nd , 2020 Our SEU's Account Executive took part in a training webinar presented by Radio Advertising Bureau going over how to succeed as sellers.
4	Participate in Job Fair	On August 12 th , 2020, our SEU and Goodwill of South Mississippi co-sponsored the 2020 Hiring Expo which took place at Biloxi Civic Center. Our SEU promoted the job fair on-air. 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 Business Manager and Program Director.
5	Host Job Fair	On September 2 nd , 2020, our SEU hosted a job fair at the Edgewater Mall in Biloxi. Our SEU occupied a booth at this event during which an SEU representative spoke with those in attendance about career opportunities in broadcasting and job openings within the SEU.

	Type of Recruitment Initiative	Brief Description of Activity
6	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On November 27 th , 2020, our SEU participated in educational experience phone call with a USM Radio, TV, And Broadcast School student. During the call our Sales Manager spoke with the student about how our SEU operated, how radio rates are figured, and how we help business grow.
7	Job-Related training	In September and October 2020, job-related training was provided to SEU Production Assistant. Training included a basic knowledge of how to produce, record, and air a live show using VMix, which is a multi-input/multi-output video editing software. Production assistant was also trained on how to edit video broadcast using DaVinci Resolve editing software.
8	Management-level training regarding equal employment opportunity and preventing discrimination	On December 2 nd , 2020, our SEU's Market Manager, Operations Manager, and Sales Manager participated in a training session facilitated by TeleSouth Communication, Inc.'s Vice President of Human Resources and General Counsel which focused on the questions and answers in the FAQ section on the FCC web page for EEO. The training was conducted via Zoom due to COVID-19 restrictions. During the training, the questions and answers to the EEO FAQ's were discussed and served as a useful guide to EEO rules and policies for the training participants.
10	Job-related training	On Wednesdays throughout the year, the SEU Director of Sales offered one hour of interactive digital training to SEU employees, which was referred to as "Web Wednesdays." These training sessions focused on new and up-and-coming trends in digital marketing, digital services being offered by the company, and how to use tools and software to improve digital marketing efforts.