

**WJMI(FM), WKXI-FM, WJQS(AM), WOAD(AM),
WRKS(FM), WJNT(AM) and employees at WJXN-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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
NO FULL-TIME JOB OPENINGS WERE FILLED DURING THIS REPORTING PERIOD.		

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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
AS NOTED IN SEC. I, NO FULL-TIME JOB OPENINGS WERE FILLED DURING THIS REPORTING PERIOD.			

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in event sponsored by or on behalf of an educational institution related to career opportunities in broadcasting	On March 1, 2019, an on-air announcer participated in the Highland Elementary School's Read Across America program, during which she spoke with the students about how radio stations operate and the opportunities available for a future career in broadcasting.
2	Participate in event sponsored by or on behalf of an educational institution related to career opportunities in broadcasting	On March 1, 2019, an on-air announcer participated in the Spann Elementary School's Read Across America program, during which she spoke with the students about how radio stations operate and the opportunities available for a future career in broadcasting.
3	Participate in event sponsored by or on behalf of an educational institution related to career opportunities in broadcasting	On August 16, 2019, an on-air announcer participated in Callaway High School's Back to School Career Prep, during which she spoke to students about how the station operates and careers in the broadcasting field.
4	Participate in event sponsored by or on behalf of an educational institution related to career opportunities in broadcasting	On August 23, 2019, an on-air announcer participated in Powell Middle School's Back to School Career Prep, during which she spoke to students about how the station operates and the careers in the broadcasting field.
5	Participate in event sponsored by or on behalf of an educational institution related to career opportunities in broadcasting	On August 30, 2019, an on-air announcer participated in Lanier High School's Back to School/Career Prep Day, during which she spoke with the students about how radio stations operate and the opportunities available for a future career in broadcasting.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Participate in event sponsored by or on behalf of an educational institution related to career opportunities in broadcasting	On September 6, 2019, an on-air announcer visited Forest Hill High School’s Back to School Career Prep, during which she discussed the variety of career opportunities available in radio broadcasting.
7	Participate in event sponsored by or on behalf of an educational institution related to career opportunities in broadcasting	On September 26, 2019, an on-air announcer visited Siwell Middle School’s Achievement Celebration, during which she discussed the variety of career opportunities available in radio broadcasting.
8	Participate in event sponsored by or on behalf of an educational institution related to career opportunities in broadcasting	On October 31, 2019, an on-air announcer visited Northwest Jackson IB Elementary School’s Breast Cancer Walk and Career Talk, during which she discussed the variety of career opportunities available in radio broadcasting
9	Management-level training regarding equal employment opportunity and preventing discrimination	On October 9, 2019, our SEU’s Market and Business Managers took part in an interactive training webinar entitled, “The FCC’s Equal Employment Opportunity Rules: The Nuts and Bolts for Alpha Media,” presented by Alpha Media’s communications counsel, Wiley Rein LLP.
10	Host event sponsored by or on behalf of an educational institution related to career opportunities in broadcasting	On January 14, 2020, our SEU hosted students from Pye Academy in Hazelhurst, MS for a station visit. On-Air Announcers led the students on a station tour and spoke to them about how the station operates and about the careers in the broadcasting field.
11	Management-level training regarding equal employment opportunity and preventing discrimination	In August & September 2019, our Market, Operations, Business and Program Managers participated in a ThinkHR training program provided by Alpha Media entitled, “Workplace Harassment Prevention for Managers.”