

EEO Vacancy Information

2021

EEO Vacancy Information for 2021
San-Dow Broadcasting, JMD Broadcasting: WWMS-WSYE-WZLQ-WELO
DBA, Mississippi Radio Group, Tupelo, MS

Position, Salesperson Source of Hire	Interviews	Recruitment	Responses
Angie Ernest Indeed,	3	Attached	78

Position, Salesperson Source of Hire	Interviews	Recruitment	Responses
Daniel Green On-Air,	4	Attached	78

San-Dow Broadcasting and JMD Broadcasting Outreach Statement (aka, Mississippi Radio Group: WWMS, WSYE, WZLQ, WELO) The stations of the Mississippi Radio Group strive each year to aggressively recruit for all open positions. Each opening is distributed to several outreach locations including colleges and universities in Northeast Mississippi. It is also important to us to participate in various Job Fairs in our state to attempt to recruit qualified applicants from diverse backgrounds. At times, we recruit nationwide utilizing Indeed.

New Hire EEO Summary Report 2021

- Angie Ernest was hired on July 15, 2021. This opening became available due to the resignation of a member of the sales staff. We posted the position on all of our standard sites and locations (see recruiting sources, attached). Following the due diligence that is required to find a new employee, we found Angie from Indeed. After interviewing 6 people and 2 individual interviews, Angie had multiple years of sales experience with newspaper and broadcast. With her media sales experience, Angie was hired to perform sales with emphasis on our Golden Triangle (Columbus/Starkville/West Point) markets.
- Daniel Green was hired on July 15, 2021. This opening was created due to the resignation of a member of the sales staff. We posted the position on all of our standard sites and locations (see recruiting sources, attached). Daniel has been in broadcast sales for over 12 years and most recently, salesperson for a cluster of stations and experience from working at major broadcast company. Both groups were in a large market (Memphis). He heard about the opening via our on-air announcements. Daniel was hired to perform sales in our North and North Central (Oxford/Batesville/Grenada/Memphis) markets.

Job Fair Participation

- During a typical year, the stations of The Mississippi Radio Group participate in a minimum of Four (4) Job Fairs. These include but are not limited to those held on college campuses, sponsored by local business concerns and jobs fairs hosted by other broadcast entities.
- Due to the Covid-19 restrictions placed by local, state and federal guidelines, no “in person” job fairs were conducted in 2021 in the Mississippi Radio Group coverage area.
- General Manger Raymond Jourdan participated in an On Line MAB Day on Campus at Mississippi State University. Participating students were invited to ask questions about the media/jobs and future employment. Letter of participation is attached.



April 26, 2021

Dear Raymond:

Thank you so much for participating in our Ole Miss MAB Day on Campus on April 21, 2021. We truly appreciate you taking time of your busy schedule to come meet with these students. It is such a great opportunity for everyone involved.

Thank you again!

Sincerely,

Amanda S. Fontaine

Executive Director

Attachment of Recruiting Sources:

- 1. University of Mississippi – 662-690-6232 1918 Briar Ridge Road Tupelo, MS 39904
- 2. Itawamba Community College – 662-620-5000
- 3. MS State Employment Office – 662-842-4371 3200 Adams Farm Rd. Ste. 45 Belden, MS 38826
- 4. MS University for Women – 662-329-7619 1100 College St. MUW 1624 Columbus, MS 39701
- 5. Northeast MS Community College – 662-692-1512 110 Cunningham Blvd. Booneville, MS 38829
- 6. Mississippi State University– 662-325- 3344 P. O. Box P MS State University, MS 38762
- 7. NAACP Organization – 662- 844-4166 P. O. 1061 Tupelo, MS 38802
- 8. The Daily Journal 662-328-8484 P. O. Box 909 Tupelo, MS 38802
- 9. Indeed Inc – On-line job services – April 2021 to June 2021
- 10. On-Air Mississippi Radio Group – 662-842-7658 2214 South Gloster Tupelo, MS 38801