

EEO Vacancy Information for 2015

San-Dow Broadcasting, JMD Broadcasting: WWMS, WSYE, WZLQ, WELO
DBA, Mississippi Radio Group, Tupelo, Mississippi

<i>Position, On-Air</i>	<i>Source of Hire</i>	<i>Interviews</i>	<i>Recruitment</i>	<i>Responses</i>
John Luttrell	Referral	4	Attached	12

<i>Position, IT</i>	<i>Source of Hire</i>	<i>Interviews</i>	<i>Recruitment</i>	<i>Responses</i>
Mallorie Biffle	On Air Ad	2	Attached	3

<i>Position, Sales</i>	<i>Source of Hire</i>	<i>Interviews</i>	<i>Recruitment</i>	<i>Responses</i>
Marley Jamison	Staff Referral	5	Attached	10

San-Dow Broadcasting and JMD Broadcasting Outreach Statement
(aka, Mississippi Radio Group: WWMS, WSYE, WZLQ, WELO)

The stations of the Mississippi Radio Group strive year after year to aggressively recruit for all open positions. Each opening is distributed to several outreach locations including 3 universities in Northeast Mississippi. It is also important to us that we participate in

various Job Fairs in our state to attempt to find qualified applicants from diverse backgrounds. We recruit nationwide utilizing www.allaccess.com when it is necessary.

2015 Recruitment Initiatives

Initiative 1: On February 17, 2015 Jeff Covington, Regional Sales Manager for the MRG participated in the Mississippi College Career Day at the B C Rogers Student Center on the Mississippi College Campus in Clinton, MS. The Career Day was from 10am to 2pm. There were approximately 75 organizations and businesses that participated ranging from graduate studies programs to banking, medical, finance, government agencies, and broadcasting /media companies. Participation was restricted to current Mississippi College juniors and seniors. There were approximately 500 total visitors with approximately 50 visiting the Mississippi Radio Group booth. We advertised for available positions in Sales, Programming, and an IT position. Several resumes were turned in to Mr. Covington.

Initiative 2: Jeff Covington with the Mississippi Radio Group participated in the MAB on Campus held at the University of Mississippi on Tuesday, March 3, 2015. MAB on Campus is an outreach of the Mississippi Association of Broadcasters and is an effort to increase communications between the broadcast community and the states colleges/universities and students. The event was from 10am – 2pm. From 10am – 12 noon, Mr. Covington met with students to review resumes, review air-checks and video resumes. Broadcasters offered constructive feedback and advised students on possible improvements and attempted to focus students in the right direction. From 1pm to 2pm there was a question and answer session with participating students and broadcasters, instructors from Ole Miss. There were approximately 50 total students who participated. Although the Mississippi Radio Group did not have any immediate job openings, the event served as an educational symposium helping students see if broadcasting was an option for their career paths. Five resumes were received at the event. Since the

students were not immediately available for a job, they were instructed to contact with Mr. Covington when they became available for employment or possibly an internship. Six students provided their resumes.

Initiative 3: Jeff Covington with the Mississippi Radio Group participated in the Mississippi Governors Job Fair held at the Mississippi Trade Mart in Jackson, MS on March 25, 2015. The Job Fair was from 9a – 2p. There were approximately 95 organizations/businesses that participated including banking, medical, finance, government agencies, trucking/automotive, construction, manufacturing, and broadcasting media. There were approximately 750 total visitors with approximately 50 visiting the Mississippi Radio Group booth. We advertised for available positions in Sales, On Air Talent and IT/Web Design. Six left resumes. None had skills/experience directly related to the positions we posted.

Initiative 4: The Mississippi Radio Group participated in the Northeast Mississippi WIN Job Fair hosted by the Governors Job Fair Network, The Mississippi Department of Employment Security and the WIN Job Centers. The event took place Thursday, September 10, 2015 at the Crossroads Arena in Corinth, Mississippi from 9:30am until 2:00pm. There were 61 businesses/organizations that participated from banking, finance, medical, governmental agencies, education, manufacturing, and broadcast media. The Mississippi Radio Group posted Sales and On Air positions. There were approximately 500 total visitors with 25 visiting the Mississippi Group booth. Five requested information and job applications. Most indicated they were interested in positions close to Corinth.

Initiative 5: The Mississippi Radio Group participated in the Itawamba County Job Fair hosted by the Governor's Job Fair Network, Itawamba Community College, Itawamba County Development Council and Montgomery Enterprises. The Job Fair took place Thursday, November 5, 2015 at the Itawamba Community College Intramural Gym in Fulton, Mississippi from 9:30am – 1pm. There were 31 businesses that participated. The Mississippi Radio Group posted Sales and On Air positions. The attendance overall was very low. Total

attendance is estimated at less than 200 with 10 visiting the Mississippi Radio Group booth. Three requested information and three left resumes.

New Hire EEO Summary Report 2015

- John Luttrell was hired on January 12, 2015 as the Program Director for WSYE, Sunny 93.3. Mr. Luttrell was advised to apply for this job opening from our Consultant with Donavon and Richards. Mr. Luttrell was a finalist in another radio opening, but was not selected. Our Consultant told of that he is very talented person that we may want to interview. We did interview him the last of 2014 and his hire date was January 12, 2015.
- Mallorie Biffle was hired on May 1, 2015 as the Graphic Designer/IT person for the Mississippi Radio Group. We were running ads for the open position on all of our stations. A client of ours knew Ms. Biffle and had heard the ad on WWMS. He called Scott Bebout, the

GM and asked him if he would be open to interviewing Ms. Biffle. She was hired on May 1, 2015.

- Marley Jamison was hired on July 1, 2015 as a Sales Person. She heard the recruitment ad we were running on WWMS and sent in her resume. She as interviewed in June and hired on July 1, 2015.

Attachment of Recruitment Sources

1. University of Mississippi Gayle Wicker, 662-690-6232
1918 Briaridge Road
Tupelo, MS 39904
2. Itawamba Community College Carla Rose, 662-620-5000
2176 South Eason Blvd.

Tupelo, MS 38801

3. MS State Employment Office Leon Ainsworth 662-842-4371
3200 Adams Farm Rd. Ste 4
Belden, MS 38826

4. MS University for Women T. Williams 662-329-7355
1100 College St. MUW 1624
Columbus, MS 39701

5. Northeast MS Community College Lewis Sacran 662-720-7412
110 Cunningham Blvd.
Booneville, MS 38829

6. Mississippi State University Cara Boyles 662-325-3344
P. O. Box P
MS State University, MS 38762

7. NAACP Harold Arrington 662-844-4166
P. O. Box 1061
Tupelo, MS 38802

8. The Daily Journal 662-328-8484
P. O. Box 909
Tupelo, MS 38802

9. Mississippi College Career Day, Clinton MS, – February 17, 2015

10. MAB on Campus – Education event on the campus of the
University of Mississippi, Oxford, MS - March 3, 2015

11. Mississippi Governors Job Fair – Mississippi Trade Mart,
Jackson, MS – March 25, 2015

12. Northeast Mississippi WIN Job Fair – Crossroads Arena, Corinth, Mississippi, September 10, 2015

13. Itawamba County Job Fair hosted by the Governor’s Job Fair Network at Itawamba Community College in Tupelo, MS, November 5, 2015

14. The Mississippi Radio Group - WWMS, WSYE, WZLQ, WELO

2214 South Gloster
Tupelo, MS 38801

Contact: Scott Bebout
662-842-7658

15. All Access Website

www.allaccess.com