

EEO Vacancy Information

2020

EEO Vacancy Information for 2020

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

Position, Salesperson	Source of Hire	Interviews	Recruitment	Responses
Megan Tharp	Indeed,	3	Attached	75

Position, Salesperson	Source of Hire	Interviews	Recruitment	Responses
Mark Maharrey	On-Air,	4	Attached	55

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 www.allaccess.com.

New Hire EEO Summary Report 2019

- Megan Tharp was hired on March 17, 2020. This opening became available after a vacancy developed for one salesperson. 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 Megan from Indeed and on-air recruitment). After interviewing 9 people and 3 individual interviews, we hired Megan to perform sales in our markets.
- Mark Maharrey was hired on October 12, 2020. This opening became available as a need for an extra salesperson. We posted the position on all of our standard sites and locations (see recruiting sources, attached). Mark has been in broadcast sales and management for over 20 years and most recently, the market manager for a cluster of local stations with major broadcast company. Mark was released due to company downsizing and a six month non-compete agreement. Once his non compete was complete, he contacted us about the opening. He had heard about the opening via our on-air announcements.

Job Fairs 2020

- 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 2020 in the Mississippi Radio Group coverage area.

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 – January 2020 to February 2020 and August 2020 – September 2020
- 10. On-Air Mississippi Radio Group – 662-842-7658 2214 South Gloster Tupelo, MS 38801