

## 2011 EEO PUBLIC FILE REPORT

WFMN, Flora, MS  
February 1, 2011 – January 31, 2012

### I. Summary of Full-Time Jobs Filled

One full-time position was filled during the reporting period, for Outside Radio Sales. Formal recruitment was conducted, and there were 4 interviewees. The hiree was referred by a formal recruitment source used: Jackson Urban League.

JOB TITLE	DATE FILLED	# OF INTERVIEWEES	RECRUITMENT SOURCES USED *INDICATES RECRUITMENT SOURCE FOR HIREE
Outside Radio Sales	5/9/2011	4	<b><u>17</u></b>

### II. Master Recruitment Source List (“MRSL”)

As noted above, one full-time position was filled during the reporting period, for an Outside Radio Sales position. four interviews for full-time positions were conducted.

“RS” #	LIST OF RECRUITMENT SOURCES (“RS”) INFORMATION *indicates recruitment source entitled to job vacancy notifications	RECRUITMENT SOURCE USED TO FILL VACANCY (See <u>MRSL</u> )	TOTAL # OF INTERVIEWEES REFERRED BY SOURCE
1	SuperTalk MS website Contact: Paul Galtelli <a href="http://www.supertalk.fm">www.supertalk.fm</a>	YES	<b>1</b>
2	Belhaven College – Career Services 1500 Peachtree Street Jackson, MS 39202 Contact: Jennifer Griffin Email: <a href="mailto:cadevelopment@belhaven.edu">cadevelopment@belhaven.edu</a> Website: <a href="http://www.belhaven.edu/forms/employers.htm">www.belhaven.edu/forms/employers.htm</a>	YES	
3	Clarion Ledger (Jackson, MS) – Classified Network 201 S. Congress St. Jackson, MS 39201 Contact: Beverly Beacham Phone: 601-961-7125	NO	
4	The Career Builder; Gannett Newspaper Classified Network (Internet) <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	YES	
5	Mississippi Department of Employment Security Workforce Investment Board (“WIN”) Job Centers Website: <a href="http://www.mdes.ms.gov">www.mdes.ms.gov</a> Fax: 601-364-9174	YES	
6	Jackson State University (Jackson, MS) – Career Service Center Box 17280 Jackson, MS 39217 Phone: 601-979-2477	YES	
7	Millsaps College (Jackson, MS) – Career Center 1701 North State St. Jackson, MS 39210 Contact: Tonya Craft or Betty Coleman Email: <a href="mailto:tonya.craft@millsaps.edu">tonya.craft@millsaps.edu</a> or <a href="mailto:betty.coleman@millsaps.edu">betty.coleman@millsaps.edu</a> Phone: 601-974-1346	YES	
8	Mississippi Association of Broadcasters	YES	

	Contact: Jackie Lett 855 Pear Orchard Road, Ridgeland, MS 39157 Website: www.msbroadcasting.org Phone: 601-957-9121		
9	Mississippi College (Clinton, MS) – Career Services 200 S. Capitol Street Clinton, MS 39058 Contact: Karen Lindsey-Lloyd, Director Email: Lloyd@mc.edu Phone: 601-925-3901 Fax: 601-925-7095	YES	1
10	Mississippi State University – Career Services Center Suite 300 Montgomery Hall Mississippi State, MS 39762 Website: www.career@msstate.edu Contact: Sandra McDonald Phone: 662-325-3344	NO	
11	Mississippi University for Women, Career Service College Street Columbus, MS 39701 Phone: 662-241-7619 Fax: 662-329-7193	NO	
12	NAACP – State Office 1072 W. Lynch Street Jackson, MS 39203	YES	
13	University of Mississippi Career Center 234 Martindale Hall University, MS 38677 Contact: Toni Avant Phone: 662-915-7174 Fax: 662-915-7759 Email: toni@career.olemiss.edu	NO	
14	University of Southern Mississippi – Career Services 118 College St. Hattiesburg, MS 39406 Contact: Kathy Oliver Phone: 601-266-4153	NO	
15	University of Southern Mississippi – Journalism & Mass Comm. 118 College St. Hattiesburg, MS 39406 Contact: Amanda Tilley Email: amanda.tilley@usm.edu	NO	
16	Jackson Urban League 2310 Highway 80 West, Suite E Jackson, MS 39204 Contact: Beneta Burt	YES	
17	On Air Listings – WFMN 601-957-1700 HANDMAIL	YES	2
18	Job Fairs	--	

### **III. Summary of WFMN-FM Outreach/Recruitment Efforts- 02/01/2011-01/31/2012**

#### **Category: Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions:**

Although the Employment Unit had only one job opening during this reporting period, employees of licensee, Telesouth Communications, Inc. participated in four Job Fairs. We had a manned booth at the following Job Fairs:

3/22/11 Governor's Job Fair---This expo, held at the Trade Mart in Jackson, MS, had over 100 business and organizations represented. All Telesouth owned stations were represented by John Winfield, Executive Vice President of Telesouth and Bambi Wallace, Sales Manager of WFMN-FM in Jackson.

9/21/11 University of Mississippi Career Fair---Over 50 companies and organizations were represented at this Career Fair. Hundreds of students with their resumes visited vendors with jobs in their study areas. Joe Buckner, Director of Special Projects for Telesouth Communications, represented all Telesouth stations at this event.

2/17/11 Jackson State University Career Fair---This job fair, held on the campus of Mississippi's Urban University had over 50 vendors. Hundreds of students were questioned during the event by the various vendors. Iris Johnson, News Director of TeleSouth's Southern Urban Network represented all Telesouth Stations.

2/15/11 Mississippi College Career Fair---Mississippi College, Clinton, Mississippi, job fair had a large number of exhibitors and a great turnout from the student body. This school has a broadcast journalism curriculum and is a good source of partially trained radio people. John Winfield, Executive Vice President of Telesouth Communications, represented all company owned stations at this event.

**Other:**

When the Employment Unit has a job opening, we use up to 18 sources to recruit including the company website. We also run advertisements on the station and post notices on our website inviting resumes.

The station runs a 30 second announcement twice a week every week encouraging organizations that distribute employment opportunities to send us a request and we will provide them information when we have job openings. We have had no Organizations request notification of full time job openings.

**Category: Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination:**

Telesouth Communications, Inc., conducted one manager meeting in 2011. It was held on February 21, 2011. This meeting was for the purpose of going over goals, checking on adherence to FCC rules, and a session on EEO responsibilities of each employment unit manager. Those in attendance were the managers responsible for hiring in their unit.

During the meetings, the following topics were covered:

Proper Dissemination of job vacancy information  
Reviewing rules about number of employees and if individual units meet criteria  
Notification of community groups  
Outreach Initiatives  
Record keeping

Public Files

Employees in attendance:

Kim Dillon—President, Telesouth

John Winfield—Executive Vice President, Telesouth

Bob Ghetti—General Manager, WFMM-FM

Robert Byrd—General/Sales Manager, WRQO-FM/WDXO-FM/WOEG-AM

Jim Chick—General/Sales Manager—WYMX-FM/WTCD-FM/WBZL-FM

Debbie Smothers—General/Sales Manager—WKBB-FM

Steve Knight—General/Sales Manager WWMR-FM/WXWX-FM

Jimmy Anderson—General/Sales Manager—WXRZ-FM/WXWX-FM

Rick Mize—General/Sales Manager—WQLJ-FM/WTNM-FM

Bambi Wallace—Sales Manager—WFMN-FM