

# **Urban Radio of Mississippi, LLC**

**WJMI-FM, WKXI-FM, WKXI-AM, WOAD-AM, WYJS-FM**

731 South Pear Orchard, Suite 27  
Ridgeland, MS 39157  
601-957-1300

## **EEOC Public File Report 03-10-03 to 02-01-04**

## EEO PUBLIC FILE REPORT

For the Period 03-10-03 to 02-01-04

Prepared by: WJMI-FM, WKXI-FM, WKXI-AM, WOAD-AM, WYJS-FM  
(Licensee/Permittee)

This report covers the following employment unit:

Call Sign	Facility ID #	Type of Station	Location City, State	LMA
All Stations		FM	Ridgeland, MS	

A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

Job Title	Date of Opening	Date Filled
Sales Representative	06-24-03	07-07-03
Sales Representative	06-24-03	08-11-03
Sales Representative	11-07-03	11-24-03

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk (\*) were organizations that requested to be contacted as job openings occurred:

Recruitment Source	Address	Contact Person	Telephone Number
Jackson Clarion Ledger	201 S Congress St Jackson, MS	Beverly Beacham	601 961-7125
Jackson Advocate	440 N Mill St Jackson, MS		601 948-4122
Jackson State University Career Counseling & Placement Center	1400 Lynch Street Jackson, MS	L. Cottrell	601 979-2477
Internet	CentralMississippiH elpWanted.com	Ad placed on-line	

C. The following is a list of the services for full-time jobs shown in Section A above and the recruitment source which provided the hiree for that position:

Job Title	Recruitment Source
Sales Representative	Newspaper
Sales Representative	Newspaper
Sales Representative	Newspaper

D. During the previous 12 months, there were a total of 13 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

Recruitment Source	Total No. of Interviewees
Newspaper	13

**Name of Respondent:** WJMI-FM, WKXI-FM, WKXI-AM, WOAD-AM, WYJS-FM

**Signed:** \_\_\_\_\_

**Typed Name:** Teresa Gerald

**Title:** Business Manager

**Date:** 01-23-04

**Tele. No.:** 601-957-1300, ext. 243

## **EEO Rules and Policies**

**I. General EEO Policy - see Handbook**

**II. General EEO Program Requirements - see Handbook**

**III. Recruitment Compliance Methods**

**A. Prong 1 – Recruitment for All Full Time Vacancies**

**B. Prong 2 – Notification to Community Groups**

**C. Prong 3 – Menu Options (4 in 2 years)**

1. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment – see attached document
2. Participation in scholarship programs directed to students desiring to pursue a career in broadcasting
  - 2003 JSU Football Scholarship Scoreboard – see attached document
  - Mississippi Association of Broadcasters 2003 Scholarship – see attached document
3. Sponsorship in at least two events in the community designed to inform the public as to employment opportunities in broadcasting
  - Groundhog Job Shadowing Day – February 4, 2003
  - Educational Talent Search – February 12, 2003
  - Job Shadowing – March 20, 2003
4. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions
  - Annual Career Day – February 28, 2003 – see attached document
  - Co-sponsor MSHelpWanted.com job advertising
  - Mississippi Association of Broadcasters Annual Job Fair – Memorial Day Weekend, 2003