

Urban Radio of Mississippi, LLC

WJMI-FM, WKXI-FM, WKXI-AM, WOAD-AM, WOAD-FM

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

EEOC Public File Report **02-01-04** **to** **02-01-05**

EEO PUBLIC FILE REPORT

For the Period 02-01-04 to 02-01-05

Prepared by: WJMI-FM, WKXI-FM, WKXI-AM, WOAD-AM, WOAD-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	02-18-04	04-09-04
Sales Representative	07-01-04	10-22-04
Sales Representative	10-01-04	11-15-04

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 39201	Sandra Albey	601-961-7094
Jackson Advocate	440 N Mill St Jackson, MS 39202	Katrina Edwards	601-948-4122
Jackson State University Career Counseling & Placement Center	P.O. Box 17280 JSU Jackson, MS 39217	Dorothy Whitley	601-979-2477
MS NAACP	1072 W Lynch St, Ste 10 Jackson MS 39203	Kemba Ware	601-353-6906
MS Employment Security Commission	5959 I-55 Frontage Road Jackson MS 39236	Walter Berryhill	601-961-7972
MS Association of Broadcasters	855 S Pear Orchard, Suite 403 Ridgeland MS 39157	Kathy Miles	601-957-9121
Internet	CentralMississippiHelpWanted.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 15 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	5
Radio Community Contacts	10

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

Signed: _____

Typed Name: Teresa Gerald

Title: Business Manager

Date: _____

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. Participation in scholarship programs directed to students desiring to pursue a career in broadcasting
 - 2004 JSU Football Scholarship Scoreboard
 - Mississippi Association of Broadcasters 2004 Scholarship

2. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions
 - Hinds Community College Annual Career Fair – March 2004
 - Co-sponsor MSHelpWanted.com job advertising
 - Mississippi Association of Broadcasters Annual Job Fair – Memorial Day Weekend, 2004