

# **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

## **EEO Public File Report 02-01-05 to 02-01-06**

## EEO PUBLIC FILE REPORT

For the Period 02-01-05 to 02-01-06

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
Traffic Manager	03-01-05	03-18-05
Receptionist	03-01-05	04-04-05
On-Air Personality WOAD	09-27-05	

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 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	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:

<b>Job Title</b>	<b>Recruitment Source</b>
Traffic Manager	Internal Promotion
Receptionist	Radio Community Contacts

D. During the previous 12 months, there were a total of 9 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:

<b>Recruitment Source</b>	<b>Total No. of Interviewees</b>
MS Employment Security Commission	6
Radio Community Contacts	3

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

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**Signed:**

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**Typed Name:** Teresa Gerald

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**Title:** Business Manager

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**Date:** January 11, 2006

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

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## **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
  - 2005 JSU Football Scholarship Scoreboard
  - Mississippi Association of Broadcasters 2005 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 4, 2005
  - Co-sponsor MSHelpWanted.com job advertising
  - Mississippi Association of Broadcasters Annual Job Fair – Memorial Day Weekend, 2005