

**2013 EEO PUBLIC FILE REPORT  
EMPLOYMENT UNIT  
WFMN, Flora, MS (Facility ID 14568)**

Period Covered in this Report: February 1, 2013 – January 31, 2014

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

Total # Full-Time Jobs Filled 02/01/2013 to 01/31/2014: 1

<b>Job Title</b>	<b>Recruitment Sources Used- see MRSL</b>	<b>Sources of Interviewees</b>	<b>Recruitment Source of Hire</b>
Account Executive	#20		#20

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

The following is a listing of all recruitment sources:

\*indicates recruitment source entitled to job vacancy notifications

<b>#</b>	<b>Recruitment Source</b>	<b>Address and/or e-mail</b>	<b>Contact</b>	<b>Phone Number</b>
1	supertalk.fm website	6311 Ridgewood Road Jackson, MS 39211 <a href="mailto:brent@telesouth.com">brent@telesouth.com</a>	Brent Lape	601-957-1700
2	Clarion Ledger (Jackson, MS) – Classified Network	201 S. Congress St. Jackson, MS 39201	Pierre Perez	888-986-9856
3	University of Southern Mississippi – Career Services	118 College St. Hattiesburg, MS 39406	Kathy Killam	601-266-4153
4	University of Southern Mississippi – Journalism & Mass Comm.	118 College St. #5121 Hattiesburg, MS 39406 <a href="mailto:amanda.tilley@usm.edu">amanda.tilley@usm.edu</a>	Mandy T. Nace	601-266-4196
5	MS Dept of Employment Security Workforce Investment Board (“WIN”) Job Centers Website: <a href="http://www.mdes.ms.gov">www.mdes.ms.gov</a>	<a href="mailto:smcmahon@mdes.ms.gov">smcmahon@mdes.ms.gov</a>	Steve McMahon	601-855-3185
6	Alcorn State University	1000 ASU Drive #540 Alcorn State, MS 39096-7500 <a href="mailto:valerie@alcorn.edu">valerie@alcorn.edu</a>	Dr. Valerie Thompson	601-877-6385

#	Recruitment Source	Address and/or e-mail	Contact	Phone Number
7	Belhaven College – Career Services Contact: Jennifer Griffin <a href="http://www.belhaven.edu/forms/employers.htm">www.belhaven.edu/forms/employers.htm</a>	1500 Peachtree Street Jackson, MS 39202 <a href="mailto:clangley@belhaven.edu">clangley@belhaven.edu</a>	Claire T. Langley	601-968-5939 Ext.8229
8	The Career Builder; Gannett Newspaper Classified Network (Internet) <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	201 S. Congress St. Jackson, MS 39201	Pierre Perez	888-986-9856
9	Jackson State University (Jackson, MS) -Career Center	Box 17280 Jackson, MS 39217 <a href="mailto:jeremy.w.hodge@jsums.edu">jeremy.w.hodge@jsums.edu</a>	Jeremy Hodge	601-979-2477
10	Millsaps College (Jackson, MS) – Career Center	1701 North State St. Jackson, MS 39210 <a href="mailto:tonya.nations@millsaps.edu">tonya.nations@millsaps.edu</a>	Tonya Nations	601-974-1346
11	Mississippi Association of Broadcasters	855 Pear Orchard Road Ridgeland, MS 39157 <a href="mailto:jllett2@earthlink.net">jllett2@earthlink.net</a>	Jackie Lett	601-957-9121
12	Mississippi College (Clinton, MS) – Career Services	200 S. Capitol Street Clinton, MS 39058 <a href="mailto:mcgill@mc.edu">mcgill@mc.edu</a>	Jennifer McGill	601-925-3901
13	Mississippi State University – Career Services Center Website: <a href="http://www.career.msstate.edu">www.career.msstate.edu</a>	Suite 300 Montgomery Hall MS State, MS 39762 <a href="mailto:eirvine@career.msstate.edu">eirvine@career.msstate.edu</a>	Edie Irvine	662-325-3344
14	Mississippi University for Women, Career Services	4 <sup>th</sup> Floor Cochran Hall 1100 College Street Columbus, MS 39701 <a href="mailto:twilliams@sa.muw.edu">twilliams@sa.muw.edu</a>	Towanda Williams	662-241-7619
15	NAACP – State Office	1072 W. Lynch Street Jackson, MS 39203		601-353-6906
16	University of MS Career Center	234 Martindale Hall University, MS 38677 <a href="mailto:toni@career.olemiss.edu">toni@career.olemiss.edu</a> <a href="mailto:wesley@career.olemiss.edu">wesley@career.olemiss.edu</a>	Toni Avant Wesley Dickens	662-915-7174
17	Jackson Urban League	2310 Highway 80 West, Suite E Jackson, MS 39204	Melissa Dean	601-714-4600
18	On Air Announcements WFMN-FM	6311 Ridgewood Road Jackson, MS 39211	Bambi Wallace	601-957-1700
19	Job Fairs			
20	Current Employees Promoted/ Transferred within Company/In- House Postings			

### **III. Summary of WFMN-FM Outreach/Recruitment Efforts- 02/01/2013-01/31/2014**

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

During this reporting period, employees of Telesouth Communications, Inc., parent company of Licensee WFMN Inc., participated in two job fairs. We had at least one employee with hiring decision responsibility at each of the following Job Fairs:

3/06/2013 University of Southern Mississippi- This Journalism Career and Internship Fair was held in the Thad Cochran Center on the campus of the University of Southern Mississippi. This event was organized by the School of Mass Communication and Journalism. Bob Ghetti, General Manager of WFMM in Hattiesburg, represented all company owned stations at this event.

3/20/2013 Mississippi Employment Expo---This Expo was held at the Mississippi Trade Mart in Jackson, MS and was sponsored by the Office of the Governor, Mississippi Development Authority and the Mississippi Department of Employment Security. In addition to sponsoring a booth, our station broadcasted live from this event. All Telesouth (parent company of Licensee WFMN Inc.) stations were represented by Joe Buckner, Director of Special Events.

#### **Category: Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities:**

During this reporting period, employees of TeleSouth Communications, Inc., parent company of Licensee WFMN Inc., participated in three career fairs and represented all company-owned stations at this event. All events were sponsored by the Mississippi Association of Broadcasters.

3/5/2013: WQLJ-FM/WTNM-FM General Manager Rick Mize attended MAB Day on Campus/ Career Day at the University of Mississippi. Rick was selected to speak to a group of students who were interested in careers in radio broadcasting.

9/27/2013: News Director Chris Davis and Program Director David Day visited Jackson State University's e-Center for MAB on Campus to meet with students from Jackson Metro-area colleges about broadcast careers. The two spent the morning session meeting with students and critiquing their tapes. After lunch, Davis and Day participated in a panel discussion about the integration of new media into the daily duties of broadcasters and the vital part new media plays in broadcast companies.

10/18/2013: The men traveled to Mississippi State University in Starkville for another MAB on Campus session. The format was much the same as the September 27<sup>th</sup> event in Jackson. Before lunch were sessions with students and critiques. After lunch was a panel

discussion about the broadcast news field in general. Day and Davis were both picked for the panel and entertained questions from students.

**Category: Establishing an internship program designed to assist members of the community to acquire skills needed for broadcast employment:**

During the reporting period, TeleSouth Communications, Inc., parent company of Licensee WFMN Inc., had six students participate in our internship program. Three were from Mississippi College, Two from Tougaloo College, and One from the University of Southern Mississippi. These students had the opportunity to rotate and spend time participating in all areas of broadcasting operations. These internships were unpaid and class credit was given to each participant.

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

Telesouth Communications, Inc., parent company of Licensee WFMN Inc., conducted two managers meetings during the reporting period. The first was held on December 13, 2013 and included managers only. The second was held January 22-23<sup>rd</sup>, 2014 and included all account executives, managers and on-air talent. These meetings were for the purpose of planning, setting goals for each station, reviewing FCC rules, including EEO and other Human Resources issues.

Managers in attendance:

Steve Davenport—CEO, TeleSouth  
Kim Dillon—President, Telesouth  
Tanya Taylor—CFO, TeleSouth  
John Winfield—Ag Director, 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 Manager—WXRZ-FM/WKCU-AM  
Rick Mize—General/Sales Manager—WQLJ-FM/WTNM-FM  
Bambi Wallace—Sales Manager—WFMN-FM  
Wanda Harrison—Sales Manager—WZKR-FM  
Robert “Kipp” Knippers—General/Sales Manager—WOSM-FM  
\*unable to attend January 2014 meeting

**Category: Participation in other activities designed by the station employment unit that are reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities:**

December 2013: The station led a group of students from Mississippi College on a tour of the facilities, which included viewing a live broadcast, meeting on-air personalities as well as other broadcasting and administrative staff.

**Other:**

The stations in the employment unit each runs a 30 second announcement twice a 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