

2013 EEO PUBLIC FILE REPORT
EMPLOYMENT UNIT
WQLJ-FM, Oxford, MS (Facility ID: 51086)
WTNM-FM, Water Valley, MS (Facility ID: 6200)

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

I. Summary of Full-Time Jobs Filled

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

Job Title	Recruitment Sources Used- see MRSL	Sources of Interviewees	Recruitment Source of Hire
Account Executive	#1,#2,#3,#4,#5,#6,#7	#2 – 6 interviewees #3 – 2 interviewees #7 – 4 interviewees	#2

II. Master Recruitment Source List (MRSL)

The following is a listing of all recruitment sources:

*indicates recruitment source requested job vacancy notifications

#	Recruitment Source	Address and/or e-mail	Contact	Phone Number
1	supertalk.fm website	6311 Ridgewood Road Jackson, MS 39211 brent@telesouth.com	Brent Lape	601-957-1700
2	The Oxford Eagle	P.O. Drawer 866 Oxford, MS 38655	Don Whitten	662-234-4331
3	The University of Mississippi/ Meek School of Journalism	1 Grove Loop University of MS University, MS 38677 drwenger@olemiss.edu	Debora Wenger	662-915-7912
4	WIN Job Center	204 Colonade Cove #1, Oxford, MS 38655	Chris Maple	662-234-3231
5	Rust College	150 Rust Avenue Holly Springs, MS 38635		662-252-8000 Ext 4016
6	Northeast MS Daily Journal	1242 South Green St. Tupelo, MS 38804	Classified Unit	662-842-2611
7	On Air Announcements WQLJ-FM/WTNM-FM	461 Highway 8 West Oxford, MS 38655	Rick Mize	662-236-0093
8	Mississippi Association of Broadcasters	855 Pear Orchard Road Ridgeland, MS 39157 jlett2@earthlink.net	Jackie Lett	601-957-9121
9	Job Fairs			
10	Station Walk-Ins			

III. Summary of WQLJ-FM/WTNM-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 licensee, Telesouth Communications, 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 owned 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 licensee, TeleSouth Communications, 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 27th 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: Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination:

Telesouth Communications, 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 22-23rd, 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

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