

EEO Vacancy Information for 2016

San-Dow Broadcasting, JMD Broadcasting: WWMS, WSYE, WZLQ, WELO
DBA, Mississippi Radio Group, Tupelo, Mississippi

| <i>Position, On-Air</i> | <i>Source of Hire</i> | <i>Interviews</i> | <i>Recruitment</i> | <i>Repsonses</i> |
|--------------------------------|------------------------------|--------------------------|---------------------------|-------------------------|
| Chris Green | Referral | 4 | Attached | 3 |

| <i>Position, Sales</i> | <i>Source of Hire</i> | <i>Interviews</i> | <i>Recruitment</i> | <i>Responses</i> |
|-------------------------------|------------------------------|--------------------------|---------------------------|-------------------------|
| Brielle Cruz | Referral | 3 | Attached | 1 |

San-Dow Broadcasting and JMD Broadcasting Outreach Statement
(aka, Mississippi Radio Group: WWMS, WSYE, WZLQ, WELO)

The stations of the Mississippi Radio Group strive year after year to aggressively recruit for all open positions. Each opening is distributed to several outreach locations including 3 universities in Northeast Mississippi. It is also important to us that we participate in various Job Fairs in our state and at various colleges to attempt to find qualified

applicants from diverse backgrounds. We recruit nationwide utilizing www.allaccess.com when it is necessary.

2016 Recruitment Initiatives

Initiative 1: On March 29, 2016 Jeff Covington, Regional Sales Manager for the MRG participated in the MAB on Campus event at the University of Mississippi. MAB on Campus is an outreach of the Mississippi Association of Broadcasters and is an effort to increase communications between the broadcast community and the states college and university students. The event was from 10am – 2pm. From 10am – noon, Mr. Covington met with students to see resumes, review air-checks and video resumes. As every year, Broadcasters offered constructive feedback and advised students on possible improvements and attempted to focus students in the right direction. From 1pm to 2pm there was a question and answer period with participating students and broadcasters and instructors from Ole Miss. Although the Mississippi

Radio Group did not have any immediate Job Openings, the event served as an educational symposium helping students see if broadcasting was an option for their career path. Seven resumes were received at the event. Since there were no immediate job opportunities, the students were instructed to keep in contact with Mr. Covington for jobs that might become available in the future.

Initiative 2: On Tuesday, October 25, 2016 Jeff Covington with the Mississippi Radio Group participated in the MAB on Campus event at Mississippi State University. Please see the above Initiative 1 for a description of the event. It was organized exactly like the MAB on Campus at the University of Mississippi. On March 29, 2016. Mr. Covington received 4 resumes and talked to 7 students about job opportunities at the Mississippi Radio Group.

New Hire EEO Summary Report 2016

- Chris Green was hired on April 4, 2016 as the Program Director and On-Air Personality for WSYE. Chris had been interested in working for the Mississippi Radio Group a couple of years earlier when he was referred by another employee. At that time we did not have any available positions. When a position did open up Chris applied for the job and was hired being well qualified and available. We interviewed him on March 9, 2016 and hired him about a month later on April 4, 2016.
- Brielle Cruz was hired on June 15, 2016 as an Account Executive/Sales. We had begun recruiting people earlier in the year. She was referred by another Account Executive that was already on staff. She was interviewed several times starting on May 26, 2016 and was hired on June 15, 2016.

Attachment of Recruitment Sources

1. University of Mississippi Gayle Wicker, 662-690-6232
1918 Briaridge Road
Tupelo, MS 39904

2. Itawamba Community College Carla Rose, 662-620-5000
2176 South Eason Blvd.
Tupelo, MS 38801

3. MS State Employment Office Leon Ainsworth 662-842-4371
3200 Adams Farm Rd. Ste 4
Belden, MS 38826

4. MS University for Women T. Williams 662-329-7355
1100 College St. MUW 1624
Columbus, MS 39701

5. Northeast MS Community College Lewis Sacran 662-720-7412
110 Cunningham Blvd.
Booneville, MS 38829

6. Mississippi State University Cara Boyles 662-325-3344
P. O. Box P
MS State University, MS 38762

7. NAACP Harold Arrington 662-844-4166
P. O. Box 1061
Tupelo, MS 38802

8. The Daily Journal 662-328-8484
P. O. Box 909
Tupelo, MS 38802

9. MAB on Campus at the University of Mississippi in Oxford, MS on March 29, 2016.

10. MAB on Campus at Mississippi State University in Starkville, MS on October 25, 2016.

11. The Mississippi Radio Group - WWMS, WSYE, WZLQ, WELO

2214 South Gloster
Tupelo, MS 38801

Contact: Scott Bebout
662-842-7658

12. All Access Website

www.allaccess.com