

**WANG(AM), WCPR(FM), WGBL(FM), WOSM(FM),
WTNI(AM) and WXYK(FM)
EEO PUBLIC FILE REPORT
February 1, 2021 – January 31, 2022**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

| Job Title | Recruitment Sources (“RS”) Used to Fill Vacancy | RS Referring Hiree |
|---------------------------------|---|--------------------|
| Account Executive | 2-3,5 | 2 |
| Account Executive | 1, 5 | 1 |
| Account Executive* | 1 | 1 |
| On-Air Talent* | 4 | 4 |
| Program Director** | 4 | 4 |
| *Emergency hire | | |
| **Result of station acquisition | | |

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|---|--|
| 1 | Word-of-Mouth Referral | No | 2 |
| 2 | Walk-In/Self-Referral | No | 1 |
| 3 | On-Air Announcements (<i>one or more SEU stations</i>) | No | 0 |
| 4 | Internal Transfer/Promotion | No | 2 |
| 5 | Indeed Website www.indeed.com | No | 2 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 7 |

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 III. RECRUITMENT INITIATIVES**

| | Type of Recruitment Initiative | Brief Description of Activity |
|----------|--|---|
| 1 | Management-level training regarding on-boarding: Radio Marketing Professional and Digital Marketing Consultant Program for Radio Sales | On November 23 rd and December 2 nd , 2021 our SEU's Account Executives took part in a training webinar presented by Radio Advertising Bureau going over how to succeed as sellers. |
| 2 | Participate in Job Fair | On June 29 th , 2021, our SEU and Goodwill of South Mississippi co-sponsored the 2021 Hiring Expo which took place at MS Coast Convention Center. Our SEU promoted the job fair on-air. Our SEU also occupied a booth at this day-long event during which an SEU representative spoke with those in attendance about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Business Manager. |
| 3 | Host Job Fair | On April 14 th , 2021, our SEU hosted a job fair at the Edgewater Mall in Biloxi. Our SEU occupied a booth at this event during which an SEU representative spoke with those in attendance about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Market Manager, Program Directors, Business Manager, and Account Executives. |
| 4 | Job-related training | On Tuesday, August 17, 2021, and Wednesday, August 18, 2021, SEU General Manager and SEU Account Executives attended in-person training session provided by two digital product experts on an array of digital products and services that could be offered to clients and potential clients. The training, which provided in-depth explanation how digital products worked and how they may be useful to clients, was provided to allow SEU members the |

| | Type of Recruitment Initiative | Brief Description of Activity |
|---|--------------------------------|---|
| | | opportunity to learn about additional job-related skills and opportunities in the digital arena. |
| 5 | Participate in Job Fair | On September 21 st , 2021, our SEU and Mississippi Department of Employment Security co-sponsored the 2021 Gulf Coast Military and Civilian Job Fair which took place at the Biloxi Civic Center. Our SEU promoted the job fair on-air. Our SEU also occupied a booth at this day-long event during which an SEU representative spoke with those in attendance about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Business Manager. |