

WEBL-FM
EEO Public File Report
2/01/2016 – 1/31/2017

(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used used to fill vacancy	Recruitment Source (RS) Referring Hire
Account Executive (May)	6	6
Program Director (May)	1-22	1
Account Executive (Jun)	6	6
Account Executive (Oct)	6	6

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

Recruitment Source (RS) Number	Recruitment Source (RS)	Vacancy Entitled to Notification (Y/N)	Interviewees Referred by RS over reporting period
1	All Access www.allaccess.com	N	
2	Arkansas Workforce Center, 260 Shopping Way, Suite #7, West Memphis, AR 870.735.6730	N	
3	Christian Brothers University Career Center 650 E Parkway S, Memphis 901.321.3330	N	
4	Commercial Appeal Classified Ads Memphis, TN 901.529.5260	N	
5	Desoto County WIN Job Center 7320 Hwy 51 N, Southaven, MS 662.342.4002	N	
6	Employee & Paid Independent Contractor Referral's	N	
7	Intern Program	N	
8	Memphis Interfaith Association (MIFA) P.O. Box 3130, Memphis, TN 901.527.0208	N	
9	Memphis Urban League 413 North Cleveland, Memphis, TN 901.272.2491	N	
10	Memphis Works 4189 Leroy, Memphis, TN 901.767.0922	N	
11	Mississippi Association of Broadcasters 601.957.9175 www.msbroadcasters.org	N	
12	National Association of Black Journalist University of Maryland, 8701-A Adelphi, MD 301.445.7100	N	
13	National Association of Hispanic Journalist www.nahj.org	N	
14	Radio Advertising WVIM-FM	N	
15	Radio Online 3500 Tripp Avenue, Amarillo, TX www.radioonline.com	N	

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16	Rhodes College Career Services 200 N. Parkway, Memphis, TN 901.843.3800	N	
17	Rust College, Director of Placement 150 Rust Ave, Holly Springs, MS 662.252.8000	N	
18	Southwest TN Community College Career Services 5983 Macon Cove, Memphis, TN 901.333.4181	N	
19	Tennessee Association of Broadcasters 615.365.1840 www.tabtn.org	N	
20	University of Memphis Journalism Job Placement 300 Meeman Journalism Bldg., Memphis, TN 901.678.2401	N	
21	Walk-in	N	
22	WVIM-FM Website www.rebel953.com	N	
Total Interviewees Over Reporting Period:			

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Event	Description of Event
1.	Participated in job fairs by station personnel who have substantial responsibility in making hiring decisions.	Desoto Business Expo attended by Sales Manager and Office Manager
2.	Station representative met with Journalism students and evaluated work with other Mississippi Association of Broadcasters Members.	University of Mississippi attended by General Manager
3.	Station representative met with Journalism students and evaluated work with other Mississippi Association of Broadcasters Members.	Belhaven College attended by General Manager
4.	Participated in job fairs by station personnel who have substantial responsibility in making hiring decisions.	Mississippi Associations of Broadcasters Job Fair Attended by General Manager
5.	events with organizations in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar Activities.	Cub Scout Pack 509 Tour by General Manager
6.	events with organizations in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.	Cub Scout Pack 190 Tour by General Manager
7.	Participated in scholarship programs designed to assist students interested in pursuing a career in	Participated in the Mississippi Association of Broadcasters scholarship program by running public service announcements encouraging applications as well as contributing to the overall scholarship

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	broadcasting.	money through our membership in the MAB.
8.	events with organizations in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.	Cordova High School Business Technology Center – General Manager assisted with the development of a marketing plan for student virtual businesses