

**WACR-FM, WAJV-FM-WMSU-FM
EEO PUBLIC FILE REPORT
02/01/16-01/31/17**

Urban Radio Licenses, LLC
Yellowjacket Drive
Starkville, MS 39759
662-840-7640
Mississippi Market Manager: Jeffrey Hedgemon
jeffreyledgemon@urbanradio.fm

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Business Manager	2, 8, 9, 10, 12	10

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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 12-month period
1	Win Job Center 5000 Frontage Road Columbus, MS 39701 662-328-2424	N	0
2	Commercial Dispatch Classified (Newspaper) 516 Main St. Columbus, MS 39705 662-328-2424 Cynthia Cumingham	N	2
3	Mississippi University for Women Career Service 1100 College Street Columbus, MS 39701 662-241-7619 Towanda Williams	N	0
4	East MS Community College 8731 S Frontage Columbus, MS 39701 662-243-1900 Chrystal Newman	N	0
5	Regional Help Wanted www.regionalhelpwanted.com	N	0
6	Clear Careers www.clearcareers.com	N	0
7	Walk-Ins	N	0
8	Referrals/Networking	N	2
9	Inside Radio www.insideradio.com	N	6
10	Radio Announcements WACR/WAJV/WMSU 608 Yellowjacket Drive Starkville, MS 39759 (662) 338-5424 Market Manager	N	13
11	All Access www.allaccess.com	N	0
12	Radio Online www.radioonline.com	N	5
13	Former Employees	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
14	Express Personnel Service 100 Starr Avenue, Suite A Starkville, MS 39759 662-323-4070 Anna.Dodd@expresspros.com	N	0
15	Snelling Employment Services 108 East Main Street, Suite 6 Tupelo MS 38804 662-842-1045 joe@snellingms.com	N	0
16	GTA (Golden Triangle Area) Job Fair American Legion October 7, 2015	N	0
17	URBan Radio Broadcasting, LLC 720 Water Street, 4th Floor Toledo, OH 43604	N	0
18	URBan Radio Broadcasting, LLC 509 N. Main Street Tuscumbia, AL 35674	N	0
Total number of interviewees:			28

III. SUPPLEMENTAL RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Program Sponsored by Educational Institution: East Mississippi Community College Campus Day Apr 30, 2016	Station personnel: Market Manager Company information was giving out, they accepted applications and resumes, answered questions about radio business operations, and discussed careers in broadcasting.
2	Participation in a Job Fair: GTA (Golden Triangle Area) Job Fair American Legion Employment Expo Oct, 7, 2016	Station personnel: Market Manager Company information was giving out, with station information and applications. They accepted applications and resumes, answered questions about radio business operations, and discussed careers in broadcasting.
3	Internship Program Ongoing	All station personnel. URBan Radio has a long-standing internship program open to college students with a sincere interest in broadcasting. URBan Radio uses Interns from a diverse background and a wide variety of educational institutions within the employment unit area. These internships are for college credit ONLY. This reporting period, Mississippi University of Women student-intern worked closely with the Sales department over a 5 month period for a total of 120 hours.
4	Training of Management Level Personnel as to Methods of Ensuring EEO and Preventing Discrimination FCC EEO Best Practices Seminar/Webinar Week of January 26, 2017	Station personnel: Business Manager Management level personnel were required to watch the FCC's "EEO Best Practices in the Broadcast Industry