



## 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	<b>Station Website Postings</b> ( <i>all SEU stations</i> )	No	0
2	<b>Internal Posting</b>	No	0
3	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	0
4	<b>Mississippi Association of Broadcasters</b> 855 S. Pear Orchard Road, Suite 403 Ridgeland, MS 39157 Phone: 601.957.9121 Fax: 601.957.9175 <a href="http://www.msbroadcasters.org">www.msbroadcasters.org</a> Contact: Jackie Lett	No	0
5	<b>Mississippi Department of Employment Services</b> <a href="http://www.mdes.ms.gov">www.mdes.ms.gov</a>	No	0
6	<b>Word-of-Mouth Referral</b>	No	0
7	<b>Linked In Website</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	No	0
8	<b>Mississippi Gulf Coast Chamber of Commerce</b> <a href="http://www.mscoastchamber.com/jobs">www.mscoastchamber.com/jobs</a>	No	0
9	<b>Walk-In/Self-Referral</b>	No	0
10	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	6
11	<b>Internal Transfer/Promotion</b>	No	0
12	<b>Facebook Job Board</b>	No	0
13	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	6
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>12</b>

### III. Summary of Outreach/Recruitment Efforts

	Type of Recruitment Initiative	Brief Description of Activity
1	Participate in Job Fair	On May 7 <sup>th</sup> , 2019, our SEU and Goodwill of South Mississippi co-sponsored the 2019 Career and Resource Fair which took place at Ocean Springs 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.
2	Participate in Job Fair	On May 23 <sup>rd</sup> , 2019, our SEU's Business Manager attended a job fair at the Fleet & Naval Construction Battalion Center Gulfport Fleet and Family Support Center. 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.
3	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On January 6 <sup>th</sup> , 2020 our SEU's Business Manager and Market Manager had a job shadow from Harper McCaughan School where day-to-day duties were performed, and how to pressure a career in the broadcasting industry was discussed.
4	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On January 29 <sup>th</sup> , 2020, our SEU's Business Manager and Market Manger attended Harper McCaughan Career Day. Our SEU occupied a table and performed presentations to students about career in broadcasting. Our SEU explained to students what jobs in broadcasting entailed, what education they need, salary, hours, and other benefits.
5	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On January 16 <sup>th</sup> , 2020, our SEU participated in the Gulfport Career Day. There our Sales Manager, Market Manager, and a Program Director spoke with students about all the different careers available in the broadcasting field. They also shared their stories of why they were interested and employed in broadcasting

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>6</b>	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On January 20, 2020, our SEU's Market Manager, Operations Manager, and Sales Manager took part in an interactive training presentation at the SEU office located in Gulfport, Mississippi. The training was presented by the Vice President of Human Resources and General Counsel of TeleSouth Communications, Inc. and included a review of FCC EEO rules for broadcasters, outreach initiative options, and the proper documenting of said activities.