



## EEO Vacancy Information

February 1, 2025 through January 31, 2026

### Mississippi Radio Group

Stations: WWMS, WSYE, WZLQ, WELO

Total New Hires: 1

Position	Source of Hire	Interviews	Interview Sources	Recruitment	Responses
Sales	Facebook (15)	5	16,15	Attached	30

San-Dow Broadcasting and JMD Broadcasting Outreach State (DBA Mississippi Radio Group):

Mississippi Radio Group strives each year to aggressively recruit for all open positions. Each opening is distributed to several locations including job fairs, colleges and universities in Northeast Mississippi. We also use national recruiting services, such as Indeed. Additionally, we promote the vacancy on-air on our stations and our social media. In this period (2/1/25 thru 1/31/26), no new hires were made. As of 1/31/26, Mississippi Radio Group has eight employees.

INITIATIVE 1: On-air announcement of position vacancies. As a normal process, and an effort to reach all possible applicants, we utilize each of our stations to broadcast an open request for applications and encourage anyone with an interest or questions pertaining to the process or position, to contact us. Interviews are conducted without regard to race, religion, national origin, sex, age, disability, or genetic information.

INITIATIVE 2: On March 27, 2025, Mississippi State University in Starkville, MS hosted its Mississippi Association of Broadcasters Career Day in both McComas Hall and the University Library. The stations were represented by Sales Manager Andy Lee. This event is designed to allow broadcast/journalism students to speak with industry professionals about a career in broadcasting. Items covered on panel one include one on one interviews with portfolio/reel review and networking, with a second panel discussion on the topic of careers in media.

INITIATIVE 3: On April 3, 2025, the University of Mississippi in Oxford, MS hosted its Mississippi Association of Broadcasters Career Day in Farley Hall. The stations were represented by IT Manager Mallorie Biffle. This event is designed to allow broadcast/journalism students to speak with industry professionals about a career in broadcasting. There were two panel discussions. One panel session was for journalism students and MSPA high school attendees. The second was a critique session at Bishop Hall.

INITIATIVE 4: On April 3, 2025, the “Quill and Scroll” High School Journalism Honor Society hosted their annual Scholastic Journalism Careers Fair at Tupelo High School in Tupelo, Mississippi. The event took place at the high school’s media center and featured around 100 students from the digital media, broadcast journalism, and the print journalism class. The event allowed students and prospective broadcasters and journalists to speak with industry professionals about careers in broadcasting, media, and journalism. The stations were represented by Sales Manager Andy Lee.

INITIATIVE 5: On October 21, 2025, Mississippi Radio Group Sales Manager Andy Lee participated in the Pontotoc Ridge Career and Technology Center’s Pontotoc County-Wide College and Career Fair, held in Pontotoc, MS at the Pontotoc Gateway Pavilion. Andy spoke to students from Pontotoc High School, North Pontotoc High School, and South Pontotoc High School about what a career in radio broadcasting or sales might entail. The event lasted from 9:45 to 11:45 AM.

INITIATIVE 6: On December 17, 2025, Mississippi Radio Group hosted Braiden Verner as part of the Job Shadowing program from the CREATE Foundation and Toyota Wellspring Education Foundation. Braiden is an East Union High School student with an interest in a career in broadcasting. Mississippi Radio Group General Manager Scott Spencer and DJ Lametra Rogan met with Braiden, giving him information on current radio operations. He was able to observe daily operations, including preparing a radio show, music selection, engineering, sales and the overall importance of radio and how it continues to function in today's media landscape.

INITIATIVE 7: In May 2026, Mississippi Radio Group established an online portal for our station websites and company website to display current employment opportunities at our stations and allows prospective employees to apply for jobs and/or send resumes for future consideration in the event the job opportunities arise. Information entered on the website is forwarded to our general manager for consideration. The "Careers" tab/link is available on all of our station websites...and additionally displays the stations' Equal Employment Opportunity statement.

As a company, our standard is to meet or exceed each of the FCC's requirements for non-discrimination. Discrimination in any form will not be tolerated. In essence, MS Radio Group corporate expectations mirror the commissions goal to expand the hiring pool by giving the public additional notice of broadcast job openings, as well as additional information regarding the duties and requirements for broadcast positions.

Mississippi Radio Group is an Equal Opportunity Employer

## Attachment of Recruiting Sources:

1. University of Mississippi, 1918 Briar Ridge Road, Tupelo, MS 39904 (Angela Palmer)
2. Itawamba Community College, 602 West Hill St, Fulton, MS. 38843 (Carla Rose)
3. MS State Employment Office, 3200 Adams Farm Rd, Belden, MS 38826 (Leon Ainsworth)
4. MS University for Women, 1100 College St, MUW 1624, Columbus, MS 39701 (Toward Williams)
5. Northeast MS Community College, 110 Cunningham Blvd., Booneville, MS. 38829 (Carrie Cobb)
6. Mississippi State University, P.O. Box P, Mississippi State, MS 38762 (Cara Boyles)
7. NAACP, P.O. Box 1061, Tupelo, MS. 38802 (Harold Arrington)
8. The Daily Journal, P.O. Box 909, Tupelo, MS. 38802
9. Mississippi College, 200 S. Capital St, Clinton, MS. 39056 (Shreve Bland)
10. University of MS School of Journalism & New Media, 114 Farley Hall, 555 Grove Loop, University, MS. 38677
11. Mississippi Association of Broadcasters, 403D-3 Towne Center Blvd, Ridgeland, MS. 39157 (Amanda Fountaine)
12. Mississippi State University Department of Communications, P.O. Box PF, Campus Mailstop: 9574, Mississippi State, MS. 39762 (Dr. Kevin Williams)
13. Indeed
14. On-air presence on WWMS, WSYE, WZLQ & WELO
15. Social Media platforms of WWMS, WSYE, WZLQ & WELO
16. Indeed