

## 2017 Annual EEO PUBLIC FILE REPORT

French Camp Radio, Inc.

Station(s): WFCA

Community(ies) of License: Ackerman, French Camp

No. of full time Employees: 5 to 10   X   / More than 10 \_\_\_\_\_

Small Market exemption: Yes

During the reporting period, a total of   2   full time positions were filled. The information required by FCC Rule 73.2080©(6) is provided in the charts that follow.

### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080©(2) :

- *Participated in job fairs by station personnel who have substantial responsibility in making hiring decisions. **Participated in Winston County Win Job Fair.***
- *Participated in at least 4 events sponsored by organizations representing groups present in the community interested in broadcast employment issues including conventions, career days, workshops, and similar activities. **NRB convention education for hiring, NAB convention education for hiring, John Dijulius Customer Experience Seminar Breakout on Hiring, MAB Convention education for hiring.***
- *Participated in job banks, internet programs, and other programs designed to promote outreach generally (i.e, that are not primarily directed to providing notification of specific job vacancies). **MAB.net, NRB.org, NAB.org, Indeed.com, and Hisair.net.***
- *Participated in scholarship programs designed to assist students interested in pursuing a career in broadcasting. **WFCA Funds a yearly scholarship to a graduating senior at FCA that has worked at the station during high school and wishes to pursue a degree in communications. Caleb Smith was the winner in May of a \$500.00 scholarship.***

- *Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. A mentorship program has been established to guide employees interested in management level positions at WFCA.*
- *Established a mentoring program for station personnel. A mentorship program has been established to guide employees interested in management level positions at WFCA.*
- *Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting. Jackson State Job Fair, Mississippi State Job Fair, Ole Miss Job Fair, Southern Miss Job Fair.*
- *Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities. Websites of NAB, NRB, MAB, Indeed, and Hisair.net.*
- *Provide training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination. At NAB, NRB, MAB Management is encouraged to participate in all hiring breakout sessions.*

#### LIST OF POSITIONS FILLED

Date of Hire	Job Title	Recruitment Source Referring Hiree
6/1/2017	Sales	1,2,3,4,5,6
11/1/2017	Sales	1,2,3,4,5,6

#### INTERVIEWEE REFERRAL SOURCE SUMMARY

Total number of persons interviewed during the Reporting period: 3

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed by Source
Broadcast opening on WFCA radio	1
Job opening posted on WFCA.FM	1
Job opening posted on Frenchcamp.org	1
Job opening on Indeed.com	0
Job opening posted at MAB.com	0
Job opening posted at NRB.org	0