

2018 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 0 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
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