

# 2020 ANNUAL EEO PUBLIC FILE REPORT

## French Camp Radio Inc.

Station(s):WFCA

Community(ies) of License:  
Ackerman MS, French Camp MS

Reporting Period:  
Feb 1, 2019 – January 21, 2020

No. of Full-time Employees: 5 – 10  / More than 10 \_\_\_\_\_

Small Market Exemption: Yes

The information required by FCC Rule 73.2080(c)(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(c)(2):

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. Cameron Smith and Hunter Vance were the winners in May of a total \$500.00 scholarship. (\$250.00 Each)

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. These events were created by the MAB.

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
7/15/2019	General Manager	Frenchcamp.org

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period:   1  

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
FrenchCamp.org	1

RECRUITING SOURCES USED

Job Title of Position:   General Manager        Date of Hire:   7/15/2019  

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
FrenchCamp.org		One Fine Place, French Camp, MS 39745	Brittany Henderson	(662)547-7296 bhenderson@frenchcamp.org
JOB BOARDS				
indeed.com				
nrb.com				
nab.com				
mab.com				


\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.