

## VACANCY INFORMATION FOR APPLICABLE TIME

<u>POSITION VACANT</u>	<u>SOURCE OF HIRE</u>	<u># OF INTERVIEWS</u>	<u>RECRUITMENT USED</u>	<u>TOTAL RESPONSES</u>
Salesperson	Newspaper	6	All sources contacted	36 – Sun Herald
Salesperson	Newspaper	4	All sources contacted	31 - Sun Herald 4 - Website
Receptionist	Temp Agency	1	None	

### DOWDY & DOWDY PARTNERSHIP OUTREACH PROGRAM STATEMENT (aka., Coast Radio Group, WZKX, WGCM, WZNF, WROA)

The stations of Dowdy & Dowdy aggressively recruit for all open positions. Our most successful means of recruiting is advertising on our five radio stations. This advertising goes on the air when the decision is made to hire a new employee. The ads run, at least, 5 times a day on all four radio stations and cover all of South Mississippi, South Louisiana, and South Alabama. Dowdy & Dowdy also uses the resources of a local community college in the South Mississippi area.

In addition to the above recruitment resources, we place job openings on [www.allaccess.com](http://www.allaccess.com) and a local newspaper, plus alerting the local chapter of the NAACP. All of these sources allow us to recruit from a broad range of demographics. Doing this helps us recruit potential applicants from a very diverse cross section of Mississippi and beyond. The recruiting of minorities and women continues to be very important to our company.

On May 11, 2007, we attended the Mississippi Association of Broadcasters Job Fair in Jackson, MS. We interviewed 56 applicants that are interested in broadcasting. These applications will be kept on file for future job openings.

On November 13, 2007, we hosted the Mississippi Gulf Coast Youth Leadership Program Media Day. Students from the Gulf Coast came to tour our facility and to speak with our staff regarding future jobs in radio.

#### NEW HIRE EEO REPORT SUMMARY

1. Lisa Jones, full-time, hired 4/16/2007, salesperson for WZNF
2. Andy Hermann, full-time, hired 4/16/2007, salesperson for WZNF
3. Amy Wilson, full-time, hired 6/27/2007, salesperson for WZNF
4. Leslie Calvert, full-time, hired 10/1/2007, salesperson for WGCM
5. David Bohn, full-time, hired 10/15/2007, salesperson for WZNF
6. Chadwick Watson, full-time, hired 11/1/2007, receptionist for all stations

