

## **Annual EEO Public File Report**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations:

WCPR(FM), Wiggins, Mississippi (FIN 72194)  
WUJM(FM), Gulfport, Mississippi (FIN 61305)  
WHGO(FM), Pascagoula, Mississippi (FIN 72132)  
WTNI(AM), Biloxi, Mississippi (FIN 87159)  
WXBD(AM), Biloxi, Mississippi (FIN 37095)  
WXYK(FM), Gulfport, Mississippi (FIN 37096)

The information contained in the Report covers the Period from February 1, 2008 to, and including January 31, 2009 (the “Applicable Period”). The FCC’s 2002 EEO Rule requires that this report contains the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiative undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3, which follow, provide the required information.

Annual EEO Public File Report

Period Covered: February 1, 2008 to January 31, 2009

Stations Comprising Employment Unit: WCPR(FM), WUJM(FM), WHGO(FM), WTNI(AM), WXBD(AM), WXYK(FM)

Section 1: Vacancy Information

<b>Full-time Positions Filled by Job Title</b>	<b>Recruitment Source of Hire</b>	<b>Total Number of Interviewees from All Sources for This Position</b>
1. Engineer	Professional Reference	1
2. Director of Sales	Recruitment Agency	38
3. Account Executive	On-Air ads	3
4. Account Executive	Newspaper	15
5. Account Executive	On-Air ads	15
6. Programming	Internal Posting	1
7. Traffic Manager	Internal Posting	2
8. Business Manager	Recruitment Agency	3
<b>TOTAL</b>	<b>78</b>	

Appendix 2

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Stations Comprising Employment Unit: WCPR(FM), WUJM(FM), WHGO(FM),  
WTNI(AM), WXBD(AM), WXYK(FM)

**Section 2: Recruitment Source Information**

<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees this Source Has Provided</b>	<b>Full-time Positions for Which This Source Was Utilized During This Period</b>
<b>1. Sun Herald</b> 205 Debuys Rd Gulfport, MS 39507 <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Attn: Loraine Phone: 228-896-2100 Fax: 228-896-2362	<b>10</b>	Account Executives
<b>2. IGK Media Staffing Network, INC</b> 1950 W Henderson Chicago, IL 60657 602-971-9382 Attn: Patricia Kincaid	<b>38</b>	Director of Sales
<b>3. Jobs in MS</b> <a href="http://jobsinms.com">http://jobsinms.com</a> PO BOX 604 Westbrook, ME 04098-0604	<b>0</b>	Traffic Manager Account Executives
<b>4. Gulf Coast HelpWanted. COM</b> <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>	<b>10</b>	Account Executives Traffic Manager
<b>5. Station Web-Sites</b> 1909 East Pass Road, Suite D-11 Gulfport, MS 39507 WCPR(FM), WUJM(FM), WXRG(FM), WTNI(AM), WXBD(AM), WXYK(FM) Attn: Steve Fehder Phone: 228-388-2001 Fax: 228-896-9114	<b>0</b>	Business Manager Traffic Manager Account Executives
<b>6. Station On Air Announcements</b> 1909 East Pass Road, Suite D-11 Gulfport, MS 39507 WCPR(FM), WUJM(FM), WXRG(FM), WTNI(AM), WXBD(AM), WXYK(FM) Contact: Steve Fehder (228) 388-2001	<b>13</b>	Account Executives Business Manager Traffic Manager
<b>7. On-Site Employee Posting</b> 1909 East Pass Rd., Suite D-11 Gulfport, MS 39507 WCPR(FM), WUJM(FM), WXRG(FM),	<b>3</b>	Programming Traffic Manager

<p>WTNI(AM), WXBD(AM), WXYK(FM)  Attn: Steve Fehder  Phone: 228-388-2001  Fax: 228-896-9114</p>		
<p><b>8. WIN Mississippi Employment Services</b>  <a href="http://www.mdes.ms.gov">www.mdes.ms.gov</a></p>	<b>0</b>	<p>Account Executive  Traffic Manager</p>
<p><b>9. Robert Half International</b>  909 Poydras Street Suite 1425  New Orleans, LA 70112</p>	<b>3</b>	<p>Business Manager</p>
<p><b>10. Mississippi Association of Broadcasters</b>  855 S. Pear Orchard Road, Suite 403  Ridgeland, MS 39157  Attn: Jackie Lett  <a href="http://www.msbroadcasters.org">http://www.msbroadcasters.org</a>  Phone: 601-957-9121  Fax: 601-957-9175</p>	<b>0</b>	<p>Account Executives  Business Manager  Traffic Manager</p>
<p><b>11. Professional Reference</b></p>	<b>1</b>	<p>Engineer</p>
<b>Total</b>	<b>78</b>	

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**Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken**

Monterey Licenses, LLC, licensee of the above-referenced stations, has and will continue to be an Equal Employment Opportunity Employer. As required by Section 73.2080 of the Commission's Rules, the stations have participated in several different recruitment activities to ensure broad outreach, including the following:

1. **Management training – “Harassment & Discrimination at Work: Recognition, Prevention & Response”** This training was conducted in two parts. They were held on Tuesday, March 11, 2008 and March 25, 2008 via teleconference. It was facilitated by Melissa Irwin, SPHR-CA, Sr. Consultant/Training Specialist, of TPO Human Resource Management. This program covered: The Law and Company Policy, The Complaint Process, Investigations, and Corrective Action, a training manual and supporting materials such as: State and Federal Laws regarding Harassment & Discrimination was included and all designed to serve as a reference for the future. This teleconference was attended by all department heads.
2. **Participated in scholarship program event-** We participated in this event which was hosted by the Mississippi Association of Broadcaster. This event was held during the month of April 2008. We ran announcement on all six of our stations promoting the scholarship program and also assisted in collection and review of scholarship applications from students interested in pursuing careers in the broadcasting industry.
3. **Business manager training –** This training was held during the month of March 2008. It was facilitated by our CORP office in Monterey, CA. The training covered company accounting, payroll, and human resources policies and procedures. Supporting materials were given for each topic covered such as: accounting and employee manuals and all designed to serve as a reference for the future. This training was attended by our business manager who was hired on February 08, 2008.

No organizations have requested notification of all job openings. Thus, all of the sources listed above were selected by the Employment Unit. Seven times monthly, each station broadcasts announcements identifying the stations as an Equal Employment Opportunity Employers. The announcements also give notice to organizations that they can be added to a list to be contacted by the stations for all full-time vacancies. The stations Human Resource Department is listed as the contact with stations physical address.