

## 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, 2007 to, and including January 31, 2008 (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, 2007 to January 31, 2008

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. Account Executive	Job Fair # 1	6
2. Account Executive	On Air Ads	6
3. Account Executive	Job Fair # 2	2
4. Account Executive	Sun Herald	3
5. Account Executive	Job Fair # 2	2
6. Business Manager	Recruitment agency	20
7. Receptionist	Internal posting	2
8. Traffic Manager	On Air Ads	3
<b>TOTAL</b>		<b>44</b>

Appendix 2

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Period Covered: February 1, 2007 to January 31, 2008

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	4	Account Executives Business Manager
<b>2. Singing River Mall Job Fair</b>	6	Account Executives
<b>3. Jobs in MS</b> <a href="http://jobsinms.com">http://jobsinms.com</a> PO BOX 604 Westbrook, ME 04098-0604	4	Business Manager Traffic Manager
<b>4. 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	2	Business Manager
<b>5. 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	13	Account Executives Business Manager Traffic Manager
<b>6. Tri-County Job Fair</b>	4	Account Executives
<b>7. On-Site Employee Posting</b> 1909 East Pass Rd., 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	2	Receptionist
<b>8. NAB Career Center</b> 1771 N Street, NW Washington, DC 20036	0	Account Executives Business Manager

<a href="http://www.nab.org/bcc/">http://www.nab.org/bcc/</a> Email: <a href="mailto:CareerCenter@nab.org">CareerCenter@nab.org</a> Attn: Karen Hunter Phone: 202-429-5300 Fax: 202-429-4199		Traffic Manager
<b>9. Radio and Records</b> <a href="http://www.radioandrecords.com/resources/jobs">www.radioandrecords.com</a> /resources/jobs	3	Business Manager
<b>10. Robert Half International</b> 909 Poydras Street Suite 1425 New Orleans, LA 70112	6	Business Manager
<b>11. 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	0	Account Executives Business Manager Traffic Manager
<b>12. The University of Southern Mississippi Career Services</b> Box 5014 Hattiesburg, MS 39406 <a href="http://www.usm.edu/cs">www.usm.edu/cs</a> Attn: Carrie Bell Phone: 601-266-4153 Fax: 601-266-4160	0	Traffic Manager Receptionist
<b>13. Inside Radio</b> 365 Union St. Littleton, NH 03561 <a href="mailto:graphics@insideradio.com">graphics@insideradio.com</a> Attn: Kelli Grizez Phone: 800-248-4242 Fax: 603-444-2872	0	Business Manager Account Executives
<b>14. Professional Reference</b>	0	Account Executives Business Manager
<b>Total</b>	<b>44</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. **Tri-County Job Fair (73.2080(c) (2)(iii)** We Co-Sponsored this event which was held on March 22, 2007 at the Singing River Mall in Gautier, Mississippi. Any positions available were published in the Tri-County Job Fair brochure and potential employees from Jackson, Harrison, and Hancock counties in Mississippi were present. In addition to the local market, the Jackson County Chamber of Commerce also encouraged the surrounding area of Mobile, Alabama along with George, Greene and Stone counties of Mississippi to participate. Over 50 various employers were there to discuss job opportunities and On Site applications were taken. Promotions and commercials were broadcasted on all six stations informing potential applicants of our participation.
2. **Hosted a local job fair held at Singing River Mall.** This event was held on October 15, 2007 at the Edgewater Mall. The event was co-sponsored by the Mississippi Department of Employment Security, the Sun Herald, The Coast Chamber, WLOX, and the Harrison County Development Commission. Over 125 booths with representatives were there. This was a non profit event conducted strictly in an effort to "Increase Employment in Mississippi". We ran public service announcements on all six stations promoting the event for two weeks prior to the occurrence as a service to the community.
3. **Management training – "Corrective Action... Requires Action!"** This training was held Tuesday, September 18, 2007 via teleconference. It was facilitated by Melissa Irwin, SPHR-CA, Sr. Consultant/Training Specialist, of TPO Human Resource Management. This program covered: When to take Action, Legal Considerations, Triad Policies, Procedures & Resources, The Role of Emotions and Documentation Tips & Techniques. A training manual and multiple support materials such as: Performance Management System Module and Corrective Action System Module were included and all designed to serve as a reference for the future. This teleconference was attended by all department heads and VP/GM of the market.
4. **Management training – "Hiring Right!"** This training was held on July 25, 2007 via teleconference. It was facilitated by Jill Russell, SPHR and Principal of TPO Human Resource Management. The program covered: Legal Considerations, Triad Policies, Procedures & Resources, and Effective Practices for: Recruitment, Interviewing, Hiring, Orienting and Exiting Employees. A training manual and

multiple support materials such as Hiring Process “To Do” Checklist, Guide for Pre-Employment Inquiries: Acceptable/Unacceptable Questions, FCC EEO Compliance Summary by David Wright Tremaine LLP, The Omnia Group Profile source and a Pre-Employment Module were included and all designed to serve as a reference for the future. This teleconference was attended by all department heads and VP/GM of the market.

5. **Management training - Wage & Hour Basics... Shouldn't Basics Be Easier?**

This training was held on November 29, 2007 via teleconference. It was facilitated by Cheryl Olivier, SPHR, CCP, GRP, Sr. Consultant of TPO Human Resource Management. The program covered: How do I classify employees?, How much do I pay?, Leaves – When to Raise Your Hand, Other Issues to Remember such as: At Will, Privacy and Don't forget the Posters. A training manual and multiple support materials such as IRS Publication of Contractor vs. Employee, Minimum Wage Exemptions, Salary/Duties Test Outline, Meal & Rest Breaks Regulations and FMLA Module were included and all designed to serve as a reference for the future. This teleconference was attended by all department heads and VP/GM of the market.

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.