

**Gulf South Communications, Inc.**

**Licensee of WDJR(#25575), WDBT(#63945), WKMX(#73179), WTVY(#73639)**

**Achievement of Broad and Inclusive Outreach  
For the Periods from 12/1/17 Through 11/30/18 and  
12/1/18 Through 11/30/19**

Ownership and management of the Gulf South Communications, Inc. employment unit understands the importance of and is committed to broad and inclusive outreach for employment opportunity. Gulf South Communications, Inc. is an equal opportunity employer. All levels of management with hiring authority are made aware of Gulf South Communications, Inc.'s Equal Employment Opportunity policies, which we strive to make consistent with the FCC EEO requirements. The General Manager of the employment unit oversees the adherence to the policies and is under the oversight of the Owner, who is very active in the business. The owner also enlists the services of the Corporate Manager and related staff in a corporate office, who provide close guidance and follow up related to employment outreach. Questions related to the adherence to the EEO requirements are directed to the corporate office.

The employment unit has an extensive list of recruitment sources that are contacted when full-time employment openings come open. Management seeks to allow reasonable time to interview numerous candidates for available full-time positions. Hiring and other personnel decisions are made without discrimination on the basis of race, color, national origin, religion or sex.

The employment unit also performs outreach activities to introduce interested persons to broadcasting. Gulf South Communications, Inc. has established a successful scholarship program with Troy University for students with majors that could assist them in careers in radio.